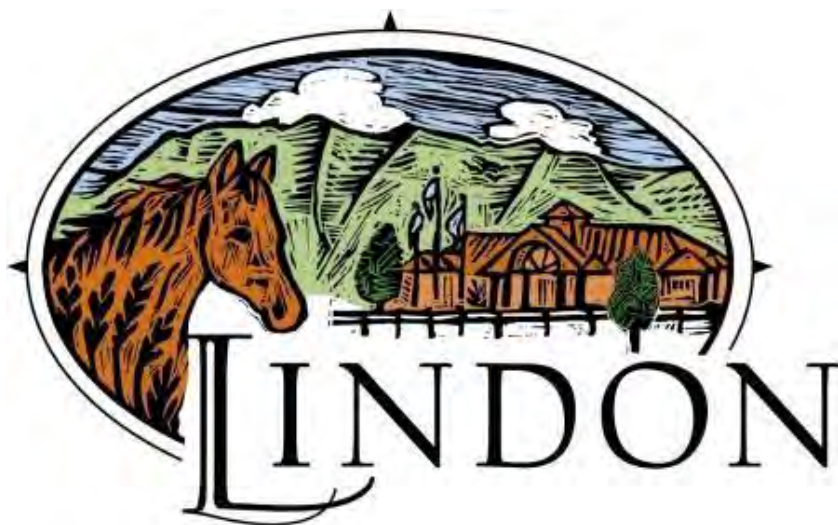


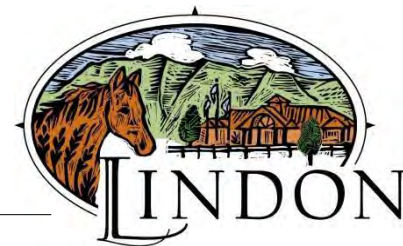
# Lindon City Council Staff Report



Prepared by Lindon City  
Administration

January 6, 2015

# Notice of Meeting of the Lindon City Council



The Lindon City Council will hold a regularly scheduled meeting beginning at **7:00 p.m.** on **Tuesday, January 6, 2015** in the Lindon City Center council chambers, 100 North State Street, Lindon, Utah. The agenda will consist of the following:

## REGULAR SESSION – 7:00 P.M. - Conducting: Mayor Jeff Acerson

Pledge of Allegiance: By Invitation  
Invocation: Matt Bean

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report materials:



(Review times are estimates only)

### 1. Call to Order / Roll Call

(5 minutes)

### 2. Presentations and Announcements

(5 minutes)

- a) Comments / Announcements from Mayor and Council members.
- b) Presentation: Lindon Character Connection – Kathy Allred will present to the Mayor and City Council the accomplishments and activities that have occurred during the 2014 Lindon Character Connection program.

### 3. Approval of minutes: December 16, 2014

(5 minutes)

### 4. Consent Agenda – No Items

### 5. Open Session for Public Comment (For items not on the agenda)

(10 minutes)

### 6. Action Item — Payment Request

(15 minutes)

The City Council will review a written request by Mr. Val Killian asking for the City to financially participate in private legal costs incurred by Mr. Killian and his Lindon Neighborhood Defense Fund during the city's review of the Reflections Recovery Center group home application.

### 7. Discussion Item — Options for Refunding of Series 2008 Bonds

(45 minutes)

Jason Burningham, financial consultant with Lewis Young Robertson & Burningham, will discuss options for refunding (refinancing) Lindon's Series 2008 Sales Tax Revenue Bonds through possible private placement purchase or other method of refunding. The Council will give feedback and direction to Staff regarding which method to pursue. Additional discussion of the 700 North CDA may also occur. No motions will be made.

### 8. Public Hearing — 2014 Employee Compensation Study & Recommended Updates (90 minutes)

The City Council will review and take action on multiple proposed changes to the Lindon City employee compensation and benefit programs including updates to FY2014-15 merit pay, performance evaluations, insurance benefits, retirement programs, etc. Recommended updates to the total compensation package are a result of findings from the City's 2014 Benefit and Compensation Study and will reduce financial constraints on the City while still providing an excellent compensation and benefit package for employees. Total estimated savings to the City during the current FY2014-15 is approximately \$180,000 with maximum annually recurring savings estimated between \$100,000 to \$120,000.

### 9. Review & Action — Landscape Maintenance Services Agreement

(5 minutes)

This is a request for the Council's review and consideration of a new Landscape Maintenance Services Agreement with Elite Grounds, LC, who had the low bid of \$187,542 for annual landscaping services for the City. A Request for Proposals was sent out earlier this winter with five bids being received. This new contract will run through December 31, 2017.

### 10. Council Reports:

(20 minutes)

- A) MAG, COG, UIA, Utah Lake, ULCT, Budget Committee
- B) Public Works, Irrigation/water, City Buildings
- C) Planning, BD of Adjustments, General Plan, Budget Committee
- D) Parks & Recreation, Trails, Tree Board, Cemetery
- E) Administration, Com Center Board, Lindon Days, Chamber of Commerce
- F) Public Safety, Court, Animal Control, Historic Commission, Budget Committee

- Jeff Acerson
- Van Broderick
- Matt Bean
- Carolyn Lundberg
- Randi Powell
- Jacob Hoyt

### 11. Administrator's Report

(20 minutes)

## Adjourn

This meeting may be held electronically to allow a council member to participate by video conference or teleconference.

Staff Reports and application materials for the agenda items above are available for review at the Lindon City Offices, located at 100 N. State Street, Lindon, UT. For specific questions on agenda items our staff may be contacted directly at (801)785-5043. City Codes and ordinances are available on the City web site found at [www.lindoncity.org](http://www.lindoncity.org). The City of Lindon, in compliance with the Americans with Disabilities Act, provides accommodations and auxiliary communicative aids and services for all those citizens in need of assistance. Persons requesting these accommodations for city-sponsored public meetings, services programs or events should call Kathy Moosman at 801-785-5043, giving at least 24 hours notice.

**Posted By:** Kathy Moosman

**Date:** December 31, 2014

**Time:** ~5:00 p.m.

**Place:** Lindon City Center, Lindon Police Dept, Lindon Community Center

## **REGULAR SESSION – 7:00 P.M.** - Conducting: Mayor Jeff Acerson

Pledge of Allegiance: By Invitation

Invocation: Matt Bean

### **Item 1 – Call to Order / Roll Call**

January 6, 2015 Lindon City Council meeting.

Jeff Acerson

Matt Bean

Van Broderick

Jake Hoyt

Carolyn Lundberg

Randi Powell

*Staff present:* \_\_\_\_\_

### **Item 2 – Presentations and Announcements**

- a) Comments / Announcements from Mayor and Council members.
- b) **Presentation:** Lindon Character Connection – Kathy Allred will present to the Mayor and City Council the accomplishments and activities that have occurred during the 2014 Lindon Character Connection program.

### **Item 3 – Approval of Minutes**

- Review and approval of City Council minutes: ***December 16, 2014***

The Lindon City Council held a regularly scheduled meeting on **Tuesday, December 16, 2014, at 7:00 p.m.** in the Lindon City Center, City Council Chambers, 100 North State Street, Lindon, Utah.

**REGULAR SESSION** – 7:00 P.M.

Conducting: Jeff Acerson, Mayor  
 Pledge of Allegiance: Don Peterson, Public Works Director  
 Invocation: Carolyn Lundberg, Councilmember

**PRESENT**

**ABSENT**

Jeff Acerson, Mayor  
 Randi Powell, Councilmember  
 Matt Bean, Councilmember  
 Van Broderick, Councilmember  
 Jacob Hoyt, Councilmember  
 Carolyn Lundberg, Councilmember  
 Adam Cowie, City Administrator  
 Hugh Van Wagenen, Planning Director  
 Cody Cullimore, Chief of Police  
 Kathy Moosman, City Recorder

1. **Call to Order/Roll Call** – The meeting was called to order at 7:00 p.m.

2. **Presentations/Announcements** –

a) **Mayor/Council Comments** – There were no announcements at this time.

3. **Approval of Minutes** – The minutes of the regular meetings of the City Council of November 18, 2014 and December 2, 2014 were reviewed.

COUNCILMEMBER POWELL MOVED TO APPROVE THE MINUTES OF THE REGULAR CITY COUNCIL MEETING OF NOVEMBER 18, 2014 AS AMENDED. COUNCILMEMBER BRODERICK SECONDED THE MOTION. THE VOTE WAS RECORDED AS FOLLOWS:

COUNCILMEMBER BEAN	AYE
COUNCILMEMBER POWELL	AYE
COUNCILMEMBER BRODERICK	AYE
COUNCILMEMBER HOYT	AYE
COUNCILMEMBER LUNDBERG	AYE

THE MOTION CARRIED UNANIMOUSLY.

COUNCILMEMBER BRODERICK MOVED TO APPROVE THE MINUTES OF THE REGULAR CITY COUNCIL MEETING OF DECEMBER 2, 2014 AS AMENDED. COUNCILMEMBER HOYT SECONDED THE MOTION. THE VOTE WAS RECORDED AS FOLLOWS:

2 COUNCILMEMBER BEAN AYE  
 COUNCILMEMBER POWELL AYE  
 4 COUNCILMEMBER BRODERICK AYE  
 COUNCILMEMBER HOYT AYE  
 6 COUNCILMEMBER LUNDBERG AYE  
 THE MOTION CARRIED UNANIMOUSLY.

8  
 4. **Consent Agenda** – No items.

10  
 5. **Open Session for Public Comment** – Mayor Acerson called for any public  
 12 comment not listed as an agenda item. There were no public comments.

14 **CURRENT BUSINESS**

16 COUNCILMEMBER POWELL MOVED TO ADJUST THE ORDER OF THE  
 AGENDA IN REVERSE ORDER AND TO AMEND THE ORDER AS NEEDED.  
 18 COUNCILMEMBER BRODERICK SECONDED THE MOTION. THE MOTION  
 CARRIED UNANIMOUSLY.

20  
 11. **Review & Action:** *2015 Public Meeting Schedule*. This is a request by Staff for  
 22 the City Council review and approval of the proposed 2015 Public Meeting  
 Schedule for City Council and Planning Commission meetings. The Planning  
 24 Commission recommended approval.

26 Mr. Cowie led the discussion by stating this is a request by Staff for the City  
 Council review and approval of the proposed 2015 Public Meeting Schedule for City  
 28 Council and Planning Commission meetings. He noted that the Planning Commission  
 recommended approval after review as required by state law. He stated that the City  
 30 Council meets the first and second Tuesday and the Planning Commission on the third  
 and fourth Tuesday. He added that the City Recorder will post the schedule on the State  
 32 and City websites and notice it in the newspaper. He noted that we will not be holding  
 Council meetings during the week of Lindon Days or during the week of the 2015  
 34 Elections. They can also call a special meeting for the election if need be. Other meeting  
 dates on or near holidays have been flagged and/or removed. Mr. Cowie stated with  
 36 proper public notice, the Council has the ability to add, delete, or change any of the  
 meetings on this proposed schedule once it has been approved.

38 Mayor Acerson called for any further comments or questions from the Council.  
 Hearing none he called for a motion.

40  
 COUNCILMEMBER BRODERICK MOVED TO APPROVE THE 2015  
 42 LINDON CITY PUBLIC MEETING SCHEDULE FOR THE LINDON CITY  
 COUNCIL AND PLANNING COMMISSION. COUNCILMEMBER LUNDBERG  
 44 SECONDED THE MOTION. THE VOTE WAS RECORDED AS FOLLOWS:  
 COUNCILMEMBER BEAN AYE  
 46 COUNCILMEMBER POWELL AYE  
 COUNCILMEMBER BRODERICK AYE

2 COUNCILMEMBER HOYT AYE  
 COUNCILMEMBER LUNDBERG AYE  
 4 THE MOTION CARRIED UNANIMOUSLY.

6 10. **Review & Action:** *2015 Mayor and Councilmember Assignments.* This is a  
 request for the Council's consent and approval of the recommend 2015 Mayor  
 8 and Councilmember Assignments.

10 Mr. Cowie opened the discussion by stating this is a request for the Council's  
 consent and approval of the recommend 2015 Mayor and Councilmember Assignments.  
 12 Following some general discussion it was determined that Councilmember Powell will  
 assume the Neighborhood Watch assignment from Councilmember Hoyt and he will  
 14 assume the Chamber of Commerce assignment from Councilmember Powell. It was also  
 agreed to have Jerald Hatch retain his assignment on the Board at the North Utah County  
 16 landfill at this time until further discussion.

Mayor Acerson called for any further comments or questions from the Council.  
 18 Hearing none he called for a motion.

20 COUNCILMEMBER HOYT MOVED TO APPROVE THE 2015 MAYOR AND  
 COUNCILMEMBER ASSIGNMENTS WITH THE RECOMMENDATION THAT  
 22 COUNCILMEMBER HOYT WILL BE ASSIGNED THE CHAMBER OF  
 COMMERCE AND COUNCILMEMBER POWELL WILL BE ASSIGNED THE  
 24 NEIGHBORHOOD WATCH. COUNCILMEMBER BRODERICK SECONDED THE  
 MOTION. THE VOTE WAS RECORDED AS FOLLOWS:

26 COUNCILMEMBER BEAN AYE  
 COUNCILMEMBER POWELL AYE  
 28 COUNCILMEMBER BRODERICK AYE  
 COUNCILMEMBER HOYT AYE  
 30 COUNCILMEMBER LUNDBERG AYE  
 THE MOTION CARRIED UNANIMOUSLY.

32 9. **Review & Action:** *2015 Mayor Pro Tem Appointments (Resolution #2014-15-R).*  
 34 This is a request for the Council's consent and approval of the recommended  
 2015 Mayor pro tem appointment. This appointment will rotate quarterly among  
 36 City Council members as listed in Resolution #2013-15-R.

38 Mr. Cowie explained this is a request for the Council's consent and approval of  
 the recommended 2015 Mayor pro tem appointment. This appointment will rotate  
 40 quarterly among City Council members as listed in Resolution #2013-15-R. He noted this  
 action is similar to what was adopted last year but with a secondary in place. He stated  
 42 that the Council can make any changes they may feel are appropriate.

44 COUNCILMEMBER LUNDBERG MOVED TO APPROVE RESOLUTION  
 #2014-15-R OUTLINING THE 2015 MAYOR PRO TEM APPOINTMENTS.  
 46 COUNCILMEMBER POWELL SECONDED THE MOTION. THE VOTE WAS  
 RECORDED AS FOLLOWS:



2 COUNCILMEMBER BEAN AYE  
 COUNCILMEMBER POWELL AYE  
 4 COUNCILMEMBER BRODERICK AYE  
 COUNCILMEMBER HOYT AYE  
 6 COUNCILMEMBER LUNDBERG AYE  
 THE MOTION CARRIED UNANIMOUSLY.

8  
 6. **Action Item** – *Financial Audit Report for Fiscal Year 2013-14.* Representatives  
 10 from Keddington & Christensen, LLP and Lindon City Finance Director, Kristen  
 Colson, will present for the Mayor and Council's acceptance of the City's annual  
 12 financial audit report, included as part of the Comprehensive Annual Financial  
 Report (CAFR), for fiscal year ending June 30, 2014.

14  
 Kristen Colson, Lindon City Finance Director and Angie Broadhead, representing  
 16 Keddington & Christensen, LLP, were in attendance to present the audit report to the  
 Council. Ms. Broadhead noted this is the second year that Keddington & Christensen has  
 18 performed the audit for the city and they appreciate having Lindon City as a client. As  
 part of the audit they are required to report certain items concerning the audit to those  
 20 who are in charge of city governance; whom they consider as the City Council who is in  
 charge of governance over the City and they are responsible for the financial statements.  
 22 Ms. Broadhead stated that it is their responsibility to audit them and perform tests and  
 procedures to obtain reasonable assurance of whether or not there is a fair presentation of  
 24 the financial position of Lindon. She mentioned that the auditors were here for two  
 weeks in June and two weeks in October to perform the audit. She noted that the audit  
 26 went well and she is happy to report that they gave a clean opinion and they believe the  
 financial statements are a fair presentation of the financial position of Lindon City.

28 Ms. Broadhead then gave a summary of what an audit entails. She explained that  
 whenever they perform an audit they always look at the internal controls over the  
 30 financial reporting of which controls are those mechanisms or processes that are put in  
 place that protect employees and help keep them honest and protect accounting records  
 32 from error or fraud; they sometimes test them to plan the audit and zero in on the riskier  
 areas that are more prone to error or fraud. They also look at the controls over cash  
 34 disbursements, controls over cash receipting, controls over payroll, controls over journal  
 entries etc. While looking at these areas and if they see a weak or deficient area in the  
 36 controls they would report that to the Council and give a recommendation. There were  
 some issues reported to the Council last year and the recommendations were  
 38 implemented. They did not see any weaknesses in the audit this year and there are no  
 weaknesses to report as a part of their work. In the audit they test compliance with  
 40 certain state, local and federal laws (done under the direction of the Utah State Auditor)  
 noting that the laws change every few years but they always use the most updated  
 42 compliance guide.

Ms. Broadhead stated that all of the information she is presenting tonight are  
 44 included in the two issued reports. The areas audited are in the opinion on the legal  
 compliance report (page 146 in the packet). She did note there was one finding (included  
 46 in the findings report) regarding a new fund to the 2014 financial statements for the  
 PARC Tax fund (which did not have a budget but did have an expenditure) that they have

to report. Ms. Broadhead commented that city staff is very good about the budget and open it up at the end of the year, and she would suggest to ensure that fund is included in the future. Ms. Broadhead re-iterated they believe that the audit evidence they obtained is sufficient and appropriate to provide a basis for their audit opinions. Ms. Broadhead concluded by stating, in their opinion, the financial statements referred to above present a fair and respective financial position of the governmental activities, the business type-activities, each major fund, and the aggregate remaining fund information of Lindon City as of June 30, 2014.

Ms. Broadhead summarized that all in all the audit went very well and smoothly and the employees were very helpful and noted if there was something fraudulent in the audit the Council would already know about it. Ms. Broadhead then complemented Ms. Colson and Mr. Cowie and staff for their diligent efforts and for being forthright and ensuring that the audit went very well this year as evidenced in being presented two months earlier this year. Ms. Broadhead emphasized that they work for the City Council and if they ever have any questions or concerns to please let them know and they will implement that as part of the audit. Councilmember Lundberg inquired about effective best practices that the city may not be implementing or may be unaware of. Ms. Broadhead replied if they see areas that need to be changed or implemented they will discuss those with Ms. Colson and they will be implemented if needed. Ms. Broadhead concluded that this was a great audit for Lindon City and they appreciate the opportunity for allowing them to perform the audit.

Mayor Acerson called for any further comments or questions from the Council. Hearing none he called for a motion.

COUNCILMEMBER POWELL MOVED TO ACCEPT THE AUDIT AS PRESENTED FOR THE FISCAL YEAR ENDING JUNE 30, 2014 AS PRESENTED. COUNCILMEMBER BRODERICK SECONDED THE MOTION. THE VOTE WAS RECORDED AS FOLLOWS:

COUNCILMEMBER BEAN	AYE
COUNCILMEMBER POWELL	AYE
COUNCILMEMBER BRODERICK	AYE
COUNCILMEMBER HOYT	AYE
COUNCILMEMBER LUNDBERG	AYE

THE MOTION CARRIED UNANIMOUSLY.

8. **Discussion Item** – *Ivory Homes/Anderson Farms concept plan.* Lindon City Planning Director, Hugh Van Wagenen, requests general feedback on the most recent concept plan presented by Ivory Homes for the Anderson Farm property located west of Geneva Road. No official motions will be made.

Mr. Van Wagenen led the discussion by giving a brief overview of this agenda item. He explained he is requesting general feedback only on the most recent concept plan presented by Ivory Homes for the Anderson Farm property.

Councilmember Powell mentioned that she had a nice conversation the following day after last meeting with Kyle Honeycutt, Ivory Representative. She voiced her opinion that she basically felt that Chris Gamvroulas, Ivory Representative, was heavy handed in

his salesmanship tactics. She also indicated while on the field trip at Ivory Ridge he spent a lot of time selling them on the amenities there which have no effect on Lindon City. She noted that she did like the format at the last meeting (sitting at tables) and to be able to communicate on that level, but she felt that each of the tables was shot down by Mr. Gamvroulas and she personally doesn't feel that is the best way to convince the City Council for approval of their proposal; that was the flavor she came away from the meeting with.

Councilmember Bean commented that he appreciated seeing the original concept plan and feels that was a reasonable request. He noted on the new concept it indicated a few areas that are not under contract or option and he appreciated that also, but, if they were to put those under option (and he is guessing the original concept had that in mind) that could happen, including commercial areas on 700 North, and if they were to do that what the likelihood is, and if so, what would it end up being; that is one thing he would like to see. He also felt from Mr. Gamvroulas that they were backing away from commercial development on 700 North. He would also like to have a feeling of whether or not that is a done deal or not and if not, the likelihood of them sticking to this latest concept with some commercial north of these townhomes or if they will let us develop it on our own and if they are not really interested. He added that he feels the Council is still working through this and trying to digest the density issues.

Councilmember Lundberg commented that the one thing communicated to Ivory was the high density acreage units next to the freeway to have a "feathered" approach and she questioned how many units will that change and if it will ease off some of that tally. She noted she is not afraid of high density if it is high quality and done right, but overall she may like to see a slight easing off of the total number of doors and she has concerns about the overall long term impact to the city.

Councilmember Powell would like Ivory to supply them with the high density format of what the horseshoe type 3-story high rise units they are proposing will be and would also like to see some hard copy from that other arm.

Councilmember Broderick commented that he feels they responded to their concerns but he felt that they didn't change his mind or how he felt. He also reiterated the request he made on the site summary that determines the average, and he would like to see maximums and minimums defined in each of those scenarios.

Councilmember Hoyt inquired if the low income housing guidelines and ratios are met. Mr. Van Wagenen confirmed that the federal guidelines are met. Mr. Cowie added, per state and federal guidelines, the city must allow the opportunity for moderate income housing to be built in the community and the state sets that amount. Councilmember Hoyt also voiced his concerns that the 1200 units would change the characteristic of Lindon and the area and he feels the density seems really high. He would question how this development would benefit the citizens of Lindon and feels the Council has a responsibility to the citizens. Councilmember Lundberg asked about the public safety impact fees and the water and storm water fees. Mr. Cowie stated that he spoke briefly with Mr. Gamvroulas about fees and those details will be worked out through further discussion. There was then some general discussion by the Council regarding this issue.

At this time Mr. Van Wagenen asked what other items the Council feels would be beneficial for consideration of these types of numbers and the density to address those issues or to just dismiss them.

2 Councilmember Powell mentioned the culture aspect pointing out that at the  
beginning of the Canberra area (zoned R1-12) that people were up in arms about reducing  
4 the lot size but it has worked out really well. She noted that personally she likes the ½  
acre lots in Lindon but feels this will be a community in and of itself (not a microcosm).  
6 She feels the Council should be open to inviting more residents into the wonderful culture  
that is Lindon. She noted she is for density, but how deep is the question and that is what  
8 they need to prove to the Council and how it is going to work.

Councilmember Bean commented that he would like to see dollar entry points of  
10 what they think these will sell for. Councilmember Lundberg questioned if there is a  
number of how many units or range of doors the Council is comfortable with and  
12 suggested that information would be helpful to Ivory. Councilmember Powell  
commented that these numbers (residents) will be coming in over a decade and  
14 questioned if we are comfortable with these numbers over that length of time.  
Councilmember Bean stated he hasn't determined a specific number and he is still trying  
16 to deal with the high density, but it comes with the territory and it is not unreasonable for  
that type of housing. He also agrees with Councilmember Lundberg that Ivory  
18 Development is master planning the whole area and we should be willing to consider  
some tradeoffs with the amenities they may offer. Councilmember Powell also stated that  
20 she envisions this area as a welcoming and warm gateway to the city.

Councilmember Hoyt inquired which phase will come first. Mr. Van Wagenen  
22 stated that in the contract with the Andersons they will keep farming as long as possible  
(10 year project) but the contract may change in the future. Councilmember Hoyt also  
24 inquired if renderings have been provided. Mr. Van Wagenen stated that renderings have  
not been provided. Councilmember Lundberg commented that tours, trips or places to  
26 visit may be beneficial. Councilmember Hoyt commented that they are not saying no but  
they have concerns and he is open minded but they need to work on the density but feels  
28 this is a great opportunity.

Councilmember Lundberg commented that she looked at different communities  
30 that Ivory suggested and they seem very nice but one type they did not provide to go see  
were the apartments. She would suggest a tour of that type of project with the highest  
32 density model to show what they did architecturally to show the appeal and what type of  
concept would be beneficial. The Council was in agreement that type of tour would be  
34 beneficial.

Mayor Acerson suggested a unique approach. He would propose to Ivory, with  
36 the density they are asking for, to invite the Council to go live in an example of one of  
their units for a week as to physically experience the higher density; it could be a  
38 revelation to see it from a different point of view. Mr. Van Wagenen stated that may be  
an option to consider. Mayor Acerson stated what he is hearing is that Lindon is ½ acre  
40 lots with some high density and we are now being asked for some considerably higher  
density and we are not sure how that will look or feel or how it will change the lifestyle  
42 and characteristic of the city and who it will attract.

Mr. Van Wagenen commented that there has been a lot of discussion as to what  
44 entry level to allow and he would suggest to the Council to mull it over and consider do  
we want housing out there with lasting quality and value or focus on allowing our kids to  
46 have a place to start and live here in Lindon because it will be a different product and  
what is the interest in Lindon having housing of this type.

2 Councilmember Lundberg commented that she likes that it is a mix of high  
density with some nicer spaced lots with residential use. She would ask that any tradeoffs  
4 would ensure the higher quality finishes and standards and clearly identify the standards  
as the Council will change over the years.

6 Councilmember Bean suggested that we expose ourselves to their products  
(Ivory) as much as possible. He agreed that most people who will buy these units are  
8 younger and are more interested in the community issues than a ½ acre lot in suburbia; he  
would suggest considering these kind of things. Councilmember Powell commented that  
10 even in high density areas they have snow removal and nice amenities and the residents  
don't mind the higher density. Councilmember Lundberg added that she would also like  
12 to keep the opportunity for commercial on the table and she is interested in commercial  
being a part of this development and part of the discussion. Councilmember Bean would  
14 agree with that statement. Mr. Van Wagenen thanked the Council for their input and  
stated there will be ongoing discussion on this issue.

16 Mayor Acerson called for any further comments or questions from the Council.  
Hearing none he moved on to the next agenda item.

- 18
- 20 7. **Discussion Item** – *2014 Wage & Benefit Study*. The Council will discuss findings  
of the 2014 Wage and Benefit study to provide Staff with direction and  
22 recommendations that will be brought back to the Council in January for  
adoption. No motions will be made.

24 Mr. Cowie opened the discussion by stating at the last meeting he was instructed  
by the Council to come back with some different proposals, specifically on insurance  
26 coverages, and noted he will get to those as a discussion item, but noted he is looking for  
some direction and feedback on several items before the final recommendations be made  
28 in January. Mr. Cowie noted that the benefit portion of the comparison study is complete  
and was sent to the Council and the recommendations have also been sent.

30 Mr. Cowie then referenced the summary chart (included in the staff report) for  
comparisons and the summary from First West Benefit package that was also sent to the  
32 City Council and noted it is a reliable study to look at. He noted that he conducted his  
own research of 11 cities (Utah County and Salt Lake County) and made some  
34 comparisons as well. As part of that memo they recommend that type of plan be  
discontinued and instead go to a percent coverage type of concept which would cover  
36 100 % of the medical insurance and 50% of the dental insurance. He went on to say they  
also looked at the number of insurance plans offered. He then referenced the health  
38 insurance opt out waiver and noted it is their recommendation to reduce the amount to  
\$500.00 down from \$1,224.00. Councilmember Powell inquired if our high number  
40 skewed the average. Mr. Cowie stated that he will check those numbers. He then  
referenced the dental insurance stating all employees are taking the dental insurance even  
42 those who opt-out of the medical. Mr. Cowie stated that the committee recommends no  
changes in the State Retirement System and is required by state law to participate and all  
44 11 cities studied participate in some way. He noted that he provided a list of URS  
participants and the cities listed and those that participate in a 401K program which does  
46 not mean that all contribute or matches. With the 401K, 3 of the 11 cities in the study  
had a supplemental 401K plan, of which 3 of those cities required a contribution (Alpine

School District does require a match). The recommendation (as discussed at the last meeting) is that the city will contribute 1.5% without any employee contribution needed then will match up to an additional 1.5% so the most the city will contribute is 3% vs. the 4.5%. He noted that other cities offer life and disability insurance packages similar to what we have and no changes are recommended. They also offer vision coverage but a small percentage take it. There are no recommended changes for sick leave and vacation leave as it is comparable to our own study.

Mr. Cowie noted that currently we have the opportunity for employees to save at least 90 days of sick time with the intent to incentivize them to get a three month window of sick leave built up; which is a very common program among cities and right now. Lindon has the highest threshold (500 hours) among cities and the committee would recommend a decrease in that number. Mr. Cowie asked for feedback on this issue. He noted that he feels this is a great incentive for employees in the case of any short term (3 month) disability issues. Councilmember Lundberg stated she would like to hear what the employees feel would be most flexible way to administer the program. Don Peterson stated that this program has been good for him over the years as he has accrued a lot of excess sick leave time. Officer Eric Whitehead stated that it has taken him 6.5 years to accrue that number and considers it as a safety net if something happens. Police Sargent Josh Edwards commented that it does help to incentivize the employees to stay healthy. Jake Woodcox commented that he would like to see a smaller amount of hours to sell, anywhere from one hour to 200 hours which would still incentivize the employees. Mayor Acerson mentioned accumulation of sick leave and if can be donated to another employee. Mr. Cowie stated that is currently in place.

Councilmember Bean questioned if it is taking too long to get the payout (5 years) to earn the reward and feels the payout is a nice thing. Councilmember Broderick commented that he would consider decreasing the number to 480 or 360 hours and may consider going lower after seeing more information and feels the Council is open to other options and more discussion. There was then some additional discussion with Mr. Cowie explaining how the buyback program works. He noted that he will also forward the exact written policy to the Council. He questioned if this issue is worthy of more discussion. The Council was in agreement to have further discussion. Mr. Cowie noted he will bring more ideas and options to the Council in January.

Mr. Cowie also brought up the question of a dollar figure that has been discussed in the benefits committee meetings, which has not been mentioned by the Council. He noted that the trend has been a million dollar increase every 10 years in employee compensation (\$100,000 in a year). He has identified that dollar amount figure and will have that amount in front of the City Council. They looked at different scenarios for the benefit package in the merit study to put us in that target window. He then referenced the potential scenarios provided in the staff report identified in the memo.

Mr. Cowie then went on to outline the items to possibly amend in the financial packet in order to have feedback to bring back options to the vote in January.

#### **Contributions to 401(k), 451 or IRA Accounts:**

Councilmember Lundberg commented that there is no doubt that we have great employees. She noted the Council wants to maintain the jobs here and keep the people here and not have to cut jobs in the future. She noted that she has been doing some research on her own and she is comfortable with the 401(k) changes as they are voluntary and not required (even in government entities) and she feels it is great that Lindon still has a 401(k) benefit and a pension and she feels the adjustment is not extreme and she feels good about supporting the changes as suggested. Councilmember Hoyt commented that he feels this is backwards as to what a 401k is to have anything automatic. He noted that a 401(k) is set up to be a match and in light of where we have come from he is comfortable to move forward with the changes as proposed. Councilmembers Broderick, Powell, and Bean were in agreement with these statements.

***Following discussion the Council was unanimous with the proposed 401(k) changes and agreed to adopt and make the changes effective January 2015.***

Mr. Cowie then went through the benefit allowance scenarios 12-21. He noted they will discuss each one individually and then take a vote as follows:

**Benefit Allowance:**

Mr. Cowie stated in the last meeting the vote was 4 to 1 on the opt-out changes (from \$1200 to \$500) with almost everyone in agreement. Councilmember Powell stated that her preference would be to phase it out gradually (for those hired before 2007) and to perhaps decrease the amount over a period of time (decrease to \$1000 and step down to \$500 in a year or two year time frame) in order to give the employees time to adjust their finances. Councilmember Powell stated those six (6) employees channel the money where allowed and it is not in their pockets to take it from them immediately; this is difficult for her to swallow. Councilmember Lundberg inquired if it is the six (6) individuals that are eligible for this amount and inquired what the amount is. Mr. Cowie confirmed there are six (6) employees (\$1,224.00) noting several of those employees may choose to go on the insurance. There was then some general discussion regarding this issue. Councilmember Bean would agree to phase out it over 2 year time frame.

Councilmember Broderick inquired about leaving the amount alone for those 6 employees (if they are close to retirement) but to not include any new hires to minimize existing things as much as possible and move forward with new hires. Mayor Acerson suggested doing the numbers. Councilmember Bean stated that is hard to project when people will retire. Mayor Acerson also inquired if that would include any new hires at the \$300 mark and would suggest leaving the existing employees alone as to not impact the existing employees only the new hires. Councilmember Broderick stated that is a real possibility for him. Councilmember Bean stated that is a good idea but it does not really address the financial impact at all even though there are only six (6) employees. Mr. Cowie stated there is a relatively small turnover of employees. Councilmember Powell re-iterated that she is open to a tiered or tapered approach for those 6 employees, but she would prefer to leave it as is but she is just glad to have the conversation as she is a single outnumbered vote. Councilmember Lundberg commented that the reality from the outlier data is unlike anywhere else, even in government, and the with the growing liabilities and

payouts, but with the outlier data collected this seems fair and to taper it seems fair and to not cut everything and still give a nice benefit. She feels keeping it at \$1,224 is not seen anymore and it is extremely expensive to maintain but she would be open to stretch the taper out further. Councilmember Hoyt was in agreement with that statement.

***Following discussion the Council was in agreement to have Mr. Cowie bring back a tiered option approach for the six employees and with \$300 for new hires and all others \$500 for the opt-out benefit.***

#### **Insurance Coverages:**

Following discussion the Council was in agreement to offer 100 % Medical coverage and 50 % Dental coverage.

#### **Benefit Allowance Scenario Votes:**

- Councilmember Hoyt – Scenario #13
- Councilmember Lundberg – Scenario #13
- Councilmember Bean – Scenario #13
- Councilmember Broderick – Scenario #13
- Councilmember Powell – Scenario #15 (if tapered)

Following discussion the Council was in agreement to eliminate the benefit for new hires. Mr. Cowie pointed out that this has caused strife amongst the employees. Ms. Colson stated to arbitrarily give to employees based on marital or family status can be discriminatory. Councilmember Bean stated that it is already discriminatory and they are trying to reduce the effect. Councilmember Lundberg would like the employees to feel valued but we are offering a Cadillac health plan benefit at 100% coverage and whatever we decide she would like this to be this once so no one feels things keep getting taking away which may cause uneasiness with the employees. She would like to come up with something good, fair and reasonable and then just leave it for a good while. Councilmember Powell stated that works philosophically but this could happen every 2 years when the Council changes and someone comes in and wants an investigation and wants to see things change. Mayor Acerson commented that he hears three votes for Scenario #13. Mr. Cowie asked if the Council is asking him to bring back a proposal for Scenario #13 and to look at Scenario #15 with a tiered approach and to eliminate the benefit for new hires. The Council confirmed that statement.

***Following discussion the Council was in agreement to recommend the proposed benefit changes be implemented July 1, 2015 and to eliminate new hires.***

Mayor Acerson suggested moving forward with the proposed changes as presented at this time.

#### **Merit Changes:**



Mr. Cowie noted they have discussed the wage study at several public meetings and the current pay chart (16 step scenario with different ranges). The midpoint range is between 9 and 10 on each range and based on comparisons with what other cities are doing the 16 range chart is not common and most cities have changed from that chart to a compressed formula. They would propose changing to a new chart that would go from step 1 to the midpoint (step 5) within 5 years and from midpoint on would be based on performance. Mayor Acerson asked what is it going to accomplish and how this has worked in other cities. Mr. Cowie stated that this will help make the merit program more effective as follows:

1. Trying to find ways to incentivize employees
2. Make employees more effective and improve performance

Mr. Cowie mentioned a concept to help improve current performance and improve moral especially with long term employees and specifically the police department who will be topped out and not have the opportunity for increase unless the cost of living increase is approved. He mentioned an idea from Councilmember Lundberg where the employee would have the opportunity for the same merit increase that others have but it would not compound their URS contributions and would not be a salary increase and it would be dependent on budget approval. And even if topped out it would provide everyone the opportunity to strive for that 2% merit increase or whatever number is chosen. By doing so it would decrease our long term financial obligations. This would allow those who are topped out the opportunity to strive for good service and be rewarded. They are recommending the 1.6% merit increase and even for those who are topped out and the net change is pretty negligible. They estimate with changes this current fiscal year the city will save around \$60,000.

***Following discussion the Council was unanimous to leave the COLA as is and re-evaluate the merit increase and bring the discussed option forward.***

#### **Wage Study:**

Mr. Cowie noted they did four key comparable job comparisons to other cities and the key factor to look at is the mid-point in the range (still in draft form). Mr. Cowie then referenced the wage comparison study and explained the comparisons noting that they do not want to be 10 points above or below the pay ranges. Mr. Cowie stated based on these findings they will not be recommending a cut on any employee, but they will be looking at one employee (at least) to recommend a raise in the pay and also the pay range. They will also be looking into some wellness programs through the health care providers to reward the employees for participating and encourage them to have an active role in their health which will help reduce premium costs. Mr. Cowie stated that they will be finalizing the study and he will send the information to all employees and the Council to evaluate.

Mayor Acerson called for any further comments or questions from the Council. Hearing none he moved on to the next agenda item.

#### **8. COUNCIL REPORTS:**

2 **Councilmember Powell** – Councilmember Powell thanked all the employees for being  
 4 here tonight for discussion and noted that she appreciated the letters and emails sent  
 6 expressing their appreciation. She noted that her meetings have been cancelled for  
 December. Councilmember Powell reported that the Fryer property is having issues again  
 and she would suggest that they catch it before it gets worse.

8 **Councilmember Bean** – Councilmember Bean commented that it may be beneficial for  
 10 the Council to look at the general plan and have a discussion due to the proposed Ivory  
 Development.

12 **Chief Cullimore** – Chief Cullimore reported that he met with Frank Anderson and he  
 14 provided him with a spreadsheet of expenses etc. for the “Gala”. He mentioned that  
 sixteen people have put in a request for refund. He indicated that people have become  
 disillusioned with it at this point. He further noted that Errol Porter, Timpanogos  
 16 Academy principal, has stated that it is not one of their school’s functions and they are  
 not associated with the event.

18 **Councilmember Hoyt** – Councilmember Hoyt reported on a couple of upcoming eagle  
 20 projects with the Historic Preservation Commission.

22 **Councilmember Broderick** – Councilmember Broderick reported that he attended the  
 24 engineering meeting along with Mayor Acerson.

**Councilmember Lundberg** – Councilmember Lundberg reported that the Governor’s  
 26 office is now offering new incentives to companies that have a global presence. Mayor  
 Acerson commented that he will invite Senator Valentine to come and visit with the  
 28 Council regarding this issue.

30 **Mayor Acerson** – Mayor Acerson reported on UIA updates followed by some lengthy  
 32 discussion.

#### **Administrator’s Report:**

34 Mr. Cowie reported on the following items followed by discussion.

#### **Misc. Updates:**

- December City newsletter
- Misc. Items

#### **Upcoming Meetings & Events:**

- Newsletter Assignment: Mayor Acerson - January newsletter article. *Due by last week in December.*
- Wednesday, December 24<sup>th</sup> at Noon – City Christmas party at Community Center. City offices close at noon.
- December 25<sup>th</sup> - 26<sup>th</sup> – City offices closed.
- January 1<sup>st</sup> – City offices closed.

2 **Future items:**

- 4 • Employee Policy Manual updates

6 Mayor Acerson called for any further comments or discussion from the Council.  
8 Hearing none he called for a motion to adjourn.

10 **Adjourn –**

12 COUNCILMEMBER BRODERICK MOVED TO ADJOURN THE MEETING  
14 AT 10:45 PM. COUNCILMEMBER LUNDBERG SECONDED THE MOTION. ALL  
16 PRESENT VOTED IN FAVOR. THE MOTION CARRIED.

18 Approved – January 6, 2015

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Kathryn Moosman, City Recorder

22 

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Jeff Acerson, Mayor

**Item 4 – Consent Agenda** – *(Consent agenda items are only those which have been discussed beforehand and do not require further discussion)*

- No Items.

**Item 5 – Open Session for Public Comment** *(For items not on the agenda)*

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## 6. Action Item — Payment Request

(15 minutes)

The City Council will review a written request by Mr. Val Killian asking for the City to financially participate in private legal costs incurred by Mr. Killian and his Lindon Neighborhood Defense Fund during the city's review of the Reflections Recovery Center group home application.

As the Council is aware, Mr. Val Killian and other residents of Lindon formed a citizens group (Lindon Neighborhood Defense Fund) to oppose the installation of the Reflections Recovery Center group home on 200 East. The citizens group represented by Mr. Killian hired their own private legal counsel to present legal arguments against the group home application. The citizen's group and its legal counsel largely opposed the City's own legal counsel advice on the matter, at times threatening legal action against the City if it approved the group home application. Lindon City has paid nearly \$20,000 in its own attorney fees and financial consulting fees to process the application and defend the actions of the City in this matter. Much of the attorney's expense was necessary in order to respond to the legal arguments presented by the private legal counsel representing Mr. Killian and the citizen's group.

Mr. Killian recently visited with Staff regarding the group home and the City's decision to approve the application. As part of that discussion he asked if the city could pay some or all of the citizen group's legal bills incurred through the process. In previous discussions prior to the City's action on the application, Staff informed Mr. Killian that the City could not pay for their legal bills if they hired an attorney. Upon his recent inquiry Mr. Killian was informed that Staff does not have the authority to pay any of the citizen group expenses and that the City Council has not budgeted for this expense. Mr. Killian asked how the item could be discussed with the Council and was told to write a letter with his request for the Council to review. No commitment to pay the citizen group's legal costs has been made or implied by the City.

Please see the attached email from Mr. Killian requesting that the City participate in the legal costs incurred by the Neighborhood Defense group.

### Sample Motions:

- a. I move to DENY the request to pay for the legal costs incurred by Mr. Killian and/or the Lindon Neighborhood Defense citizens group.
- b. I move to APPROVE the request to pay for the legal costs incurred by Mr. Killian and/or the Lindon Neighborhood Defense group, in the amount of \$\_\_\_\_\_, and direct Staff to amend the FY 2014-15 budget for this item at the next available budget hearing.

**Adam Cowie**

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**From:** Val Killian <killianval@gmail.com>  
**Sent:** Tuesday, December 30, 2014 12:56 PM  
**To:** Jeff and Karen Acerson; rpowell@lindoncity.org; mbean@lindoncity.org; jhoyt@lindoncity.org; vbroderick@lindoncity.org; clundberg@lindoncity.org; Adam Cowie  
**Subject:** petition  
**Attachments:** S14122318200.pdf

Dear Lindon City Mayor and City Council:

Recently, as you are aware, a group of citizens from Lindon City banded together to express our displeasure regarding a proposed zoning request. In the course of that process, we went to great lengths to secure both legal and local precedent that would support the City if it were persuaded to support and maintain the city's existing code allowing a maximum of 4 non related individual in the proposed group home.

Unfortunately the City was not persuaded by our information in the end. However, we are hopeful that the City will recognize the efforts to which we went to assist the city in its decision making process. As evidence of this, I have attached a copy of the billing statement generated by the law firm of Heideman & Associates. This statement indicates that \$6,505.10 worth of time and effort in addition to the volunteer time was put forward regarding this issue. Each of you were also emailed a copy of all of the information we were able to collect.

It is our understanding that the City may be willing to contribute towards the payment of this necessary bill. We would love, and deeply appreciate, your help in this regard. Please contact Val Killian by phone at 801.376.8077 to discuss this matter in greater detail at your first opportunity.

Warmest regards,

Lindon Neighborhood Defense fund

# Heideman & Associates

## Transactions HMHO Client Billing Report

Search Description:

Search for: 14-5275-01 Search by: Matter ID Stage: (all) Type: (all)

		MatterID/Client Sort					
		Matter Description					
Date	Prof	Narrative	Comp	Units	Price	Value	Ext Amt
10/7/2014	JH	14-5275-01 / Neighborhood Defense / Work on compiling research and arguments for letter and brief. Broke cases down into jurisdictional categories and subject matter for brief outline and organization.	T	4.1000	200.0000	820.0000	820.00
10/8/2014	JH	14-5275-01 / Neighborhood Defense / Work on brief. Finished creating detailed brief outline and organizing content into each section. Began drafting brief. Review emails and respond to clients and Justin Heideman.	T	3.5000	200.0000	700.0000	700.00
10/8/2014	AJH	14-5275-01 / Neighborhood Defense / Client cash payment	T	1.0000	-400.0000	-400.0000	-400.00
10/9/2014	JH	14-5275-01 / Neighborhood Defense / Work on brief. Drafted each section of the brief. Drafted cover letter to summarize brief and convey our position. Edited brief and sent to Justin Heideman for input.	T	9.7000	200.0000	1,940.0000	1,940.00
10/10/2014	JH	14-5275-01 / Neighborhood Defense / Added additional section to brief regarding exemption of occupancy limitation. Phone call with client. Meeting with Karena Jackson to discuss licensing issues she see with Reflections.	T	2.2000	200.0000	440.0000	440.00
10/14/2014	JH	14-5275-01 / Neighborhood Defense / Phone calls with client regarding brief, letter, funding, and presentation of materials to city. Emails with Karena Jackson regarding complaint to DOPL and preparing a declaration for her to sign and submit to city. Research and contacts with Alpine and Mapleton City to obtain information regarding their decisions on similiar accommodation requests that is not available online.	T	1.5000	200.0000	300.0000	300.00
10/15/2014	JH	14-5275-01 / Neighborhood Defense / Track down audio file for Alpine Board of Adjustment hearing regarding their decision to limit a requested 18 resident treatment center. Make edits to letter and brief on Justin Heideman final approval.	T	1.2000	200.0000	240.0000	240.00
10/16/2014	JH	14-5275-01 / Neighborhood Defense / Listen to voicemail from Val Killian. Make edits and add in additional language from Mapleton and Alpine decisions on similar applications.	T	0.5000	200.0000	100.0000	100.00

## Heideman & Associates

### Transactions HMHO Client Billing Report

Search Description:

Search for: 14-5275-01 Search by: Matter ID Stage: (all) Type: (all)

		MatterID/Client Sort					
		Matter Description					
Date	Prof	Narrative	Comp	Units	Price	Value	Ext Amt
10/21/2014	JH	14-5275-01 / Neighborhood Defense / Drafting work on declaration for Karena Jackson. Sent a copy to Karena for input and signing.	T	0.7000	200.0000	140.0000	140.00
10/23/2014	JH	14-5275-01 / Neighborhood Defense / Review and respond to emails from Val Killian. Follow up email to K. Jackson.	T	0.5000	200.0000	100.0000	100.00
10/27/2014	JH	14-5275-01 / Neighborhood Defense / Review and respond to emails from Val Killian. Follow up email to K. Jackson regarding declaration.	T	0.2500	200.0000	50.0000	50.00
11/7/2014	JH	14-5275-01 / Neighborhood Defense / Emails with K. Jackson and V. Killian. Checked city website for any notices on hearings. Phone conversation with V. Killian and case update and discussion with Justin Heideman.	T	0.5000	200.0000	100.0000	100.00
11/11/2014	JH	14-5275-01 / Neighborhood Defense / Emails with client and Justin Heideman regarding meeting tonight and staff report review.	T	0.3000	200.0000	60.0000	60.00
11/25/2014	JH	14-5275-01 / Neighborhood Defense / Meeting with Val Killian and Chris Clark.	T	0.9000	200.0000	180.0000	180.00
11/11/2014	JDH	14-5275-01 / Neighborhood Defense / Prepare for, travel to, attend and return from hearing	T	6.5000	250.0000	1,625.0000	1,625.00
12/10/2014	AJH	14-5275-01 / Neighborhood Defense / Review account, prepare final billing, prepare final statement and discuss closing with Josh	T	1.0000	110.0000	110.0000	110.00
12/17/2014		14-5275-01 / Neighborhood Defense /	INT (01)	1.0000	0.1000	0.1000	0.10
Grand Total				35.3500		6,505.1000	6,505.10



**7. Discussion Item — Options for Refunding of Series 2008 Bonds***(45 minutes)*

Jason Burningham, financial consultant with Lewis Young Robertson & Burningham, will discuss options for refunding (refinancing) Lindon's Series 2008 Sales Tax Revenue Bonds through possible private placement purchase or other method of refunding. The Council will give feedback and direction to Staff regarding which method to pursue. Additional discussion of the 700 North CDA may also occur. No motions will be made.

Mr. Burningham will be present to review matters related to the refunding of the 2008 Sales Tax Revenue Bonds. Some unique opportunities and challenges are involved in possible private placement of the bonds. Staff is seeking input from the Council on how to proceed in the matter.

Mr. Burningham may also provide insight into possible ways to move forward with Alpine School District regarding the 700 North CDA.

No motion needed.

## 8. Public Hearing — 2014 Employee Compensation Study & Recommended Updates (90 minutes)

The City Council will review and take action on multiple proposed changes to the Lindon City employee compensation and benefit programs including updates to FY2014-15 merit pay, performance evaluations, insurance benefits, retirement programs, etc. Recommended updates to the total compensation package are a result of findings from the City's 2014-15 Benefit and Compensation Study and will reduce financial constraints on the City while still providing an excellent compensation and benefit package for employees. Total estimated savings to the City during the current FY2014-15 is approximately \$180,000 with maximum annually recurring savings estimated between \$100,000 to \$120,000.

Over the last several months the City has been working on a comprehensive wage and benefit study to determine if changes to the compensation package need to be made in order to: 1) Reduce financial burden on the City, 2) Ensure compensation programs are comparable to other similar city compensation programs, and 3) Provide a competitive wage and benefit package to employees.

Final recommendations for updates to the compensation package are included in the FY2014-15 Benefit and Compensation Study. Specific recommendations are found throughout the study, which is classified into two main sections outlining wage, pay range, and merit pay recommendations followed by benefit change recommendations.

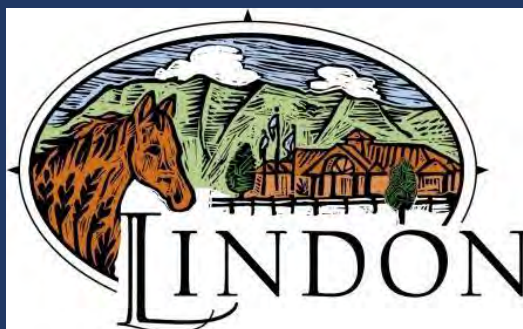
As requested by some members of the Council, we will discuss each proposed change and perform a straw poll vote on each major item. A final official motion and vote will then be taken on the entire collective set of proposed changes to be made to the employee compensation program. The straw poll voting will enable Council members to express different opinions on specific items, while allowing each member to vote on the final recommendations as a collective whole.

The employee compensation program is adopted as part of the annual budget, thus requiring a public hearing on the matter.

\*A request was made by a Council member at the last meeting for staff to bring additional scenarios for phasing out the opt-out insurance payment program for those hired prior to 7/01/2007. Two possible scenarios (Scenario 22, 23) have been provided and will be discussed in the meeting. The attached study does not contain these options in the recommendations. **These Scenarios are included before the attached Study.**

**Sample Motion:** I move to (approve, deny, continue) the updated FY 2014-15 employee compensation program with the changes as recommended in the 2014-15 Benefit and Compensation Study, with the following conditions:

Type	Monthly Participation						# of Emp	Annual Total
	City			Employee				
	Medical	Dental	Total	Medical	Dental	Total		
Family	1,409.70	48.40	1,458.10	-	48.39	48.39	25	437,430.00
Double	1,142.18	63.94	1,206.12	(100.00)	-	(100.00)	7	101,314.08
Single	553.46	46.74	600.20	(50.00)	-	(50.00)	3	21,607.20
Incentive for emp. hired prior to 7/1/2007			740.00				6	53,280.00
Incentive for emp. hired after 7/1/2007			500.00				4	24,000.00
TOTAL ANNUAL COST TO CITY								637,631.28
TOTAL ANNUAL SAVINGS TO CITY COMPARED TO CURRENT SCENARIO								83,944.20



# Benefit & Compensation Study

Fiscal Year 2014-15

January 6, 2015

*Prepared by:*

Adam Cowie, City Administrator

Kristen Colson, Finance Director

Matt Lee, Management Intern

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# Benefit and Compensation Study FY 2014-15

## Introduction

Lindon City conducts a compensation and benefits analysis every 2-3 years. The purpose of each evaluation is to ensure wages and benefits remain competitive with market conditions and that employees are fairly compensated in comparison to their counterparts in other similar jurisdictions. This periodic evaluation also presents opportunity for the City to ensure that tax dollars are being spent prudently and that total compensation amounts do not place unreasonable burden upon the financial obligations of the City. These evaluations are part of Lindon City's desire to remain prudent yet competitive in the job market.

In 2012, Lindon City conducted a compensation study where five positions were adjusted on their pay scales: Finance Director, Clerk Typist I, Parks and Recreation Director, Police Chief, and Public Works Director. Each of these positions were more than 10% below the midpoint in the market pay range and were also below market in actual pay in their respective positions.

Beginning in September 2014, at City Council request and as part of the City's bi-annual benefit and compensation review intent, Lindon City again conducted a benefit and wage study to evaluate whether Lindon City is staying competitive, lagging, or exceeding the market in benefits and wages for each of its positions. This study is intended to be a benchmarking tool to help management make appropriate recommendations for potential updates or changes that conform to budgetary approvals made by the City Council. An Employee Benefit Committee was established to assist in making recommendations.

## Scope

Salary and benefit comparison pools for each position were primarily taken from Utah County cities. Bluffdale and Herriman were the only cities outside of Utah County that were also used as *primary* comparisons. Many *secondary* cities were used depending on need. Secondary cities were added to a position's salary comparison pool if the position's comparison pool did not meet a four-city minimum comparison. The list of comparison cities is as follows with secondary cities designated with an asterisk:

Lehi	Payson	American Fork
Eagle Mountain	Cedar Hills	Spanish Fork
Saratoga Springs	Santaquin	Bluffdale
Springville	Mapleton	Herriman
Pleasant Grove	*Provo	*Orem
*Layton	*Murray	*Ogden
*Park City	*Clearfield	*Tooele
*Brigham City	*South Jordan	*North Logan
*Riverdale	*Draper	*Bountiful
*Roy	*Sandy	*West Point
*Cottonwood Heights	*Midvale	*Salem City

## Methods

Data was primarily collected using comp-survey.com. Comp-survey is an online database where participating cities input their salary and benefit information yearly for each of their city positions. For some wage comparisons, and nearly all benefit comparisons, cities were directly contacted for information. Much of the wage data collected for this study reflects data updated by participating cities in either 2013 or 2014. Benefit comparison data from the cities was from 2014.

At least four primary comparable cities were used as wage comparisons for each position. In the case that there were not enough primary cities reporting for a particular position, secondary cities were used to ensure at least four cities were used as comparisons in each position's comparison pool. For some seasonal and part-time positions, data from all reporting cities, regardless of the year they were updated, were used due to the lack of cities updating their reported data for seasonal and part-time positions.

Lindon City positions were compared to other city positions primarily on job description. Several positions in Lindon City were compared to multiple positions in other cities depending on the roles and duties of each position. Depending on which cities reported comparable positions, comparison cities differed from position to position. Many cities held one comparable position, but did not have another. Thus, city comparison pools differ for each position.

This report breaks out specific recommendations based on *Wage Study* findings and *Benefit Study* findings. Benefit comparisons were made between eleven primary comparison cities. No secondary cities were used for comparisons in relation to benefits. Eagle Mountain and Cedar Hills were excluded from the benefit comparisons due to delay in getting information from them during the timeframe of this study. Additional benefit comparison resources from FirstWest Benefit Solutions were also used to supplement comparison findings, including their 2014 Benefits Utah Employee Benefit Study with 56 government sector respondents who are primarily located along the Wasatch Front.

## Wage Study Results & Recommendations

The table below summarizes the results of the study for specific employment positions. The “Range Median Percent Difference” column gives the percent difference between the Lindon range median and the market range median. The “Market Average Percent Difference” column gives the percent difference between Lindon actual salaries and market actual average salaries. The “Salary Percent Difference From Market Range Median” column gives the percent difference between Lindon actual salaries and the market range median. Cells highlighted in green indicate positions that are 10% or greater than comparable positions, and cells highlights in red indicate positions that are 10% or below comparable positions in the market.

Position	Full or Part Time	Median			Average		Actual to Median	
		Market Range Median	Lindon Range Median	Range Median Percent Difference	Market Salary Average	Lindon Salary Average	Market Average Percent Difference	Salary Percent Difference From Market Range Median
<a href="#">Mayor</a>	PT				\$ 1,093.58	\$ 1,023.03	-6.90%	
<a href="#">City Council</a>	PT				\$ 590.13	\$ 601.79	1.94%	
<a href="#">Utility Billing</a>	FT	\$34,843	\$38,262	8.94%	\$36,666	\$39,603	7.42%	12.02%
<a href="#">Administrative Professional</a>	FT	\$44,919	\$44,980	0.14%	\$45,040	\$43,472	-3.61%	-3.33%
<a href="#">Administrative Secretary</a>	FT	\$40,378	\$40,394	0.04%	\$39,296	\$48,443	18.88%	16.65%
<a href="#">Associate Planner</a>	FT	\$49,373	\$52,853	6.58%	\$54,414	\$43,472	-25.17%	-13.57%
<a href="#">Building Inspector/Code Enforcement</a>	FT	\$50,265	\$52,853	4.90%	\$57,284	\$56,930	-0.62%	11.71%
<a href="#">Chief Building Official</a>	FT	\$64,755	\$73,039	11.34%	\$75,158	\$87,589	14.19%	26.07%
<a href="#">City Administrator</a>	FT	\$112,616	\$112,382	-0.21%	\$117,496	\$111,634	-5.25%	-0.88%
<a href="#">Clerk I</a>	PT	\$15.05	\$15.66	3.86%	\$14.17	\$13.11	-8.07%	-14.78%
<a href="#">Clerk II</a>	FT	\$38,340	\$38,262	-0.20%	\$37,362	\$32,344	-15.51%	-18.54%
<a href="#">Court Clerk</a>	FT	\$40,268	\$42,619	5.52%	\$41,315	\$35,069	-17.81%	-14.82%
<a href="#">Crossing Guard</a>	PT	\$9.47	\$10.74	11.85%	\$7.98	\$9.34	14.59%	-1.37%
<a href="#">Public Works Director</a>	FT	\$91,362	\$90,605	-0.84%	\$89,190	\$108,659	17.92%	15.92%
<a href="#">Equipment Operator</a>	FT	\$37,750	\$42,619	11.42%	\$34,786	\$48,443	28.19%	22.07%
<a href="#">Finance Director</a>	FT	\$91,893	\$85,852	-7.04%	\$98,115	\$80,808	-21.42%	-13.72%
<a href="#">Lifeguard</a>	PT	\$9.83	\$7.60	-29.35%	\$8.72	\$7.60	-14.74%	-29.35%
<a href="#">Parks &amp; Rec Director</a>	FT	\$73,589	\$81,349	9.54%	\$76,013	\$70,616	-7.64%	-4.21%
<a href="#">Parks Maintenance Technician</a>	FT	\$44,193	\$42,619	-3.69%	\$42,324	\$38,022	-11.32%	-16.23%
<a href="#">Parks Superintendent</a>	FT	\$57,704	\$52,853	-9.18%	\$55,294	\$53,934	-2.52%	-6.99%
<a href="#">Patrol Officer</a>	FT	\$49,261	\$52,852	6.79%	\$47,795	\$58,829	18.76%	16.26%
<a href="#">Planning &amp; Economic Director</a>	FT	\$84,820	\$85,852	1.20%	\$88,509	\$72,550	-22.00%	-16.91%
<a href="#">Police Chief</a>	FT	\$92,404	\$90,604	-1.99%	\$96,924	\$105,789	8.38%	12.65%
<a href="#">Police Secretary</a>	FT	\$35,924	\$34,341	-4.61%	\$32,902	\$38,022	13.47%	5.52%
<a href="#">Police Sergeant</a>	FT	\$61,402	\$65,572	6.36%	\$62,267	\$74,526	16.45%	17.61%
<a href="#">Pool Manager</a>	PT	\$13.24	\$11.50	-15.13%	\$13.68	\$11.50	-18.96%	-15.13%
<a href="#">Program Coordinator FT</a>	FT	\$40,578	\$42,619	4.79%	\$39,832	\$36,026	-10.56%	-12.64%
<a href="#">Program Coordinator PT</a>	PT	\$16.15	\$20.49	21.19%	\$14.39	\$16.86	14.64%	4.23%
<a href="#">Public Works Inspector</a>	FT	\$50,348	\$52,853	4.74%	\$52,507	\$63,398	17.18%	20.58%
<a href="#">Receptionist</a>	PT	\$11.92	\$14.06	15.23%	\$12.83	\$11.56	-11.00%	-3.10%
<a href="#">Recorder</a>	FT	\$63,265	\$52,853	-19.70%	\$62,084	\$44,699	-38.89%	-41.53%
<a href="#">Seasonal Help</a>	PT	\$9.98	\$14.06	28.99%	\$8.82	\$11.26	21.69%	11.33%
<a href="#">Storm Water Superintendent</a>	FT	\$55,262	\$55,796	0.96%	\$55,565	\$56,930	2.40%	2.93%
<a href="#">Storm/Waste Maintenance Technician</a>	FT	\$44,930	\$42,620	-5.42%	\$43,795	\$39,062	-12.12%	-15.02%
<a href="#">Streets Superintendent</a>	FT	\$63,456	\$55,796	-13.73%	\$64,101	\$66,893	4.17%	5.14%
<a href="#">Treasurer</a>	FT	\$61,582	\$62,140	0.90%	\$61,074	\$58,490	-4.42%	-5.29%
<a href="#">Waste Water Superintendent</a>	FT	\$62,351	\$55,796	-11.75%	\$65,245	\$66,893	2.46%	6.79%
<a href="#">Water Superintendent</a>	FT	\$63,878	\$55,796	-14.48%	\$66,177	\$66,893	1.07%	4.51%
<a href="#">Water System Maintenance Technician</a>	FT	\$44,175	\$42,619	-3.65%	\$49,687	\$43,472	-14.30%	-1.62%
<a href="#">PT Recreation Assistant / CC Front Desk</a>	PT	\$10.49	\$7.60	-37.99%	\$9.50	\$7.60	-24.97%	-37.99%

In an effort to make the most appropriate comparisons, the range median for each position was used as the main benchmarking criterion. Range medians in Lindon City were evaluated on whether the City medians were +/- 10% of the market range median. Positions outside of this range were identified for potential adjustments in the range and/or salary in order to bring them in line with their current market medians.

The following is a list of positions that are outside +/- 10% of the market range median. Recommended adjustments to these positions are detailed individually in the following pages.

Position	Full or Part Time	Median		
		Market Range Median	Lindon Range Median	Range Median Percent Difference
<a href="#">Chief Building Official</a>	FT	\$64,755	\$73,039	11.34%
<a href="#">Crossing Guard</a>	PT	\$9.47	\$10.74	11.85%
<a href="#">Equipment Operator</a>	FT	\$37,750	\$42,619	11.42%
<a href="#">Lifeguard</a>	PT	\$9.83	\$7.60	-29.35%
<a href="#">Pool Manager</a>	PT	\$13.24	\$11.50	-15.13%
<a href="#">Program Coordinator PT</a>	PT	\$16.15	\$20.49	21.19%
<a href="#">Receptionist</a>	PT	\$11.92	\$14.06	15.23%
<a href="#">Recorder</a>	FT	\$63,265	\$52,853	-19.70%
<a href="#">Seasonal Help</a>	PT	\$9.98	\$14.06	28.99%
<a href="#">Streets Superintendent</a>	FT	\$63,456	\$55,796	-13.73%
<a href="#">Waste Water Superintendent</a>	FT	\$62,351	\$55,796	-11.75%
<a href="#">Water Superintendent</a>	FT	\$63,878	\$55,796	-14.48%
<a href="#">PT Recreation Assistant / CC Front Desk</a>	PT	\$10.49	\$7.60	-37.99%



As part of this study, adjustments are recommended to be made to the current pay range matrix. Below is a copy of the current pay range matrix. Upon review of other cities pay scales it was found that most do not have an extended pay scale with more than 5-6 steps. Rather, most have compressed pay scales and higher merit performance criteria necessary to move through the steps. As such, in our wage comparisons it was typical that Lindon employees lower in the pay scale made less than their counterparts in other cities, while Lindon employees higher in the pay scale made more than their counterparts. The following page includes our proposal to correct this deficiency in our current pay scale system.

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Range
1	8.60	8.82	9.08	9.32	9.58	9.83	10.11	10.38	10.67	10.95	11.26	11.56	11.87	12.20	12.53	12.88	1
2	9.08	9.32	9.58	9.83	10.11	10.38	10.67	10.95	11.26	11.56	11.87	12.20	12.53	12.88	13.22	13.59	2
3	9.58	9.83	10.11	10.38	10.67	10.95	11.26	11.56	11.87	12.20	12.53	12.88	13.22	13.59	13.96	14.34	3
4	10.11	10.38	10.67	10.95	11.26	11.56	11.87	12.20	12.53	12.88	13.22	13.59	13.96	14.34	14.73	15.14	4
5	10.67	10.95	11.26	11.56	11.87	12.20	12.53	12.88	13.22	13.59	13.96	14.34	14.73	15.14	15.55	15.97	5
6	11.26	11.56	11.87	12.20	12.53	12.88	13.22	13.59	13.96	14.34	14.73	15.14	15.55	15.97	16.41	16.86	6
7	11.87	12.20	12.53	12.88	13.22	13.59	13.96	14.34	14.73	15.14	15.55	15.97	16.41	16.86	17.32	17.80	7
8	12.53	12.88	13.22	13.59	13.96	14.34	14.73	15.14	15.55	15.97	16.41	16.86	17.32	17.80	18.28	18.78	8
9	13.22	13.59	13.96	14.34	14.73	15.14	15.55	15.97	16.41	16.86	17.32	17.80	18.28	18.78	19.28	19.80	9
10	13.96	14.34	14.73	15.14	15.55	15.97	16.41	16.86	17.32	17.80	18.28	18.78	19.28	19.80	20.34	20.90	10
11	14.73	15.14	15.55	15.97	16.41	16.86	17.32	17.80	18.28	18.78	19.28	19.80	20.34	20.90	21.49	22.06	11
12	15.55	15.97	16.41	16.86	17.32	17.80	18.28	18.78	19.28	19.80	20.34	20.90	21.49	22.06	22.66	23.29	12
13	16.41	16.86	17.32	17.80	18.28	18.78	19.28	19.80	20.34	20.90	21.49	22.06	22.66	23.29	23.92	24.57	13
14	17.32	17.80	18.28	18.78	19.28	19.80	20.34	20.90	21.49	22.06	22.66	23.29	23.92	24.57	25.24	25.93	14
15	18.28	18.78	19.28	19.80	20.34	20.90	21.49	22.06	22.66	23.29	23.92	24.57	25.24	25.93	26.64	27.37	15
16	19.28	19.80	20.34	20.90	21.49	22.06	22.66	23.29	23.92	24.57	25.24	25.93	26.64	27.37	28.12	28.89	16
17	20.34	20.90	21.49	22.06	22.66	23.29	23.92	24.57	25.24	25.93	26.64	27.37	28.12	28.89	29.68	30.48	17
18	21.49	22.06	22.66	23.29	23.92	24.57	25.24	25.93	26.64	27.37	28.12	28.89	29.68	30.48	31.32	32.16	18
19	22.66	23.29	23.92	24.57	25.24	25.93	26.64	27.37	28.12	28.89	29.68	30.48	31.32	32.16	33.05	33.95	19
20	23.92	24.57	25.24	25.93	26.64	27.37	28.12	28.89	29.68	30.48	31.32	32.16	33.05	33.95	34.88	35.83	20
21	25.24	25.93	26.64	27.37	28.12	28.89	29.68	30.48	31.32	32.16	33.05	33.95	34.88	35.83	36.81	37.81	21
22	26.64	27.37	28.12	28.89	29.68	30.48	31.32	32.16	33.05	33.95	34.88	35.83	36.81	37.81	38.85	39.90	22
23	28.12	28.89	29.68	30.48	31.32	32.16	33.05	33.95	34.88	35.83	36.81	37.81	38.85	39.90	40.99	42.11	23
24	29.68	30.48	31.32	32.16	33.05	33.95	34.88	35.83	36.81	37.81	38.85	39.90	40.99	42.11	43.27	44.45	24
25	31.32	32.16	33.05	33.95	34.88	35.83	36.81	37.81	38.85	39.90	40.99	42.11	43.27	44.45	45.65	46.90	25
26	33.05	33.95	34.88	35.83	36.81	37.81	38.85	39.90	40.99	42.11	43.27	44.45	45.65	46.90	48.19	49.50	26
27	34.88	35.83	36.81	37.81	38.85	39.90	40.99	42.11	43.27	44.45	45.65	46.90	48.19	49.50	50.86	52.24	27
28	36.81	37.81	38.85	39.90	40.99	42.11	43.27	44.45	45.65	46.90	48.19	49.50	50.86	52.24	53.67	55.13	28
29	38.85	39.90	40.99	42.11	43.27	44.45	45.65	46.90	48.19	49.50	50.86	52.24	53.67	55.13	56.63	58.18	29
30	40.99	42.11	43.27	44.45	45.65	46.90	48.19	49.50	50.86	52.24	53.67	55.13	56.63	58.18	59.78	61.41	30
31	43.27	44.45	45.65	46.90	48.19	49.50	50.86	52.24	53.67	55.13	56.63	58.18	59.78	61.41	63.08	64.79	31
32	45.65	46.90	48.19	49.50	50.86	52.24	53.67	55.13	56.63	58.18	59.78	61.41	63.08	64.79	66.57	68.39	32
33	48.19	49.50	50.86	52.24	53.67	55.13	56.63	58.18	59.78	61.41	63.08	64.79	66.57	68.39	70.25	72.18	33
34	50.86	52.24	53.67	55.13	56.63	58.18	59.78	61.41	63.08	64.79	66.57	68.39	70.25	72.18	74.13	76.17	34
35	53.67	55.13	56.63	58.18	59.78	61.41	63.08	64.79	66.57	68.39	70.25	72.18	74.13	76.17	78.24	80.38	35
Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Range

The pay range matrix has been consolidated from a 16 step range to a 6 step range. Steps 1, 3, 5, 7, and 9 in the current range are roughly equivalent to steps 1,2,3,4, and Mid in the new range. The addition of steps 1a, 1b, and 1c are also part of the new range to include positions in the City that may start at Utah's minimum wage. Because of the shortened range, the new pay scale will allow newer employees to accelerate to the midpoint in the range, and will more effectively connect additional pay increases to specific merit performance. Merit pay is still subject to budgetary approval by the City Council.

Range	Step 1a	Step 1b	Step 1c	Range
1	7.25	7.70	8.15	1

Range	Step 1	Step 2	Step 3	Step 4	Mid	High	Range
1	8.60	9.08	9.58	10.11	10.74	12.88	1
2	9.08	9.58	10.11	10.67	11.34	13.59	2
3	9.58	10.11	10.67	11.26	11.96	14.34	3
4	10.11	10.67	11.26	11.87	12.63	15.14	4
5	10.67	11.26	11.87	12.53	13.32	15.97	5
6	11.26	11.87	12.53	13.22	14.06	16.86	6
7	11.87	12.53	13.22	13.96	14.84	17.80	7
8	12.53	13.22	13.96	14.73	15.66	18.78	8
9	13.22	13.96	14.73	15.55	16.51	19.80	9
10	13.96	14.73	15.55	16.41	17.43	20.90	10
11	14.73	15.55	16.41	17.32	18.40	22.06	11
12	15.55	16.41	17.32	18.28	19.42	23.29	12
13	16.41	17.32	18.28	19.28	20.49	24.57	13
14	17.32	18.28	19.28	20.34	21.63	25.93	14
15	18.28	19.28	20.34	21.49	22.83	27.37	15
16	19.28	20.34	21.49	22.66	24.09	28.89	16
17	20.34	21.49	22.66	23.92	25.41	30.48	17
18	21.49	22.66	23.92	25.24	26.83	32.16	18
19	22.66	23.92	25.24	26.64	28.31	33.95	19
20	23.92	25.24	26.64	28.12	29.88	35.83	20
21	25.24	26.64	28.12	29.68	31.53	37.81	21
22	26.64	28.12	29.68	31.32	33.27	39.90	22
23	28.12	29.68	31.32	33.05	35.12	42.11	23
24	29.68	31.32	33.05	34.88	37.07	44.45	24
25	31.32	33.05	34.88	36.81	39.11	46.90	25
26	33.05	34.88	36.81	38.85	41.28	49.50	26
27	34.88	36.81	38.85	40.99	43.56	52.24	27
28	36.81	38.85	40.99	43.27	45.97	55.13	28
29	38.85	40.99	43.27	45.65	48.52	58.18	29
30	40.99	43.27	45.65	48.19	51.20	61.41	30
31	43.27	45.65	48.19	50.86	54.03	64.79	31
32	45.65	48.19	50.86	53.67	57.02	68.39	32
33	48.19	50.86	53.67	56.63	60.19	72.18	33
34	50.86	53.67	56.63	59.78	63.52	76.17	34
35	53.67	56.63	59.78	63.08	67.03	80.38	35
Range	Step 1	Step 2	Step 3	Step 4	Mid	High	Range

All positions will be placed on the new pay scale in such a fashion that no one will experience a loss in pay. Some positions will experience slightly larger increases than would have occurred this fiscal year due to the compressed nature of the new pay scale. For position medians that are above the 10% threshold in variation from the market median, ranges are proposed to be adjusted down to a range median that resembles that of the market.

Positions that are above the 10% threshold are as follows:

- Crossing Guard
- Part-time Program Coordinator
- Seasonal Help
- Equipment Operator
- Chief Building Official

Range and pay adjustments are proposed to occur as follows:

### Crossing Guard

Currently there are four crossing guards who are paid within **Range 1**. The midpoint for Range 1 is \$10.74. That is 11.85% above the market median for the Crossing Guard position. The current market median for the Crossing Guard position is approximately \$9.47. Since Range 1 is the lowest range our pay scale and since this position needs little to no experience to perform adequately in the job, it is proposed to cap the pay for Crossing Guards at the **Mid-step** in the **Range 1**. As a result, all current crossing guards will be eligible for future pay increases but will not continue to receive raises that aggressively exceed the market rates for similar positions in other cities. The table below illustrates the proposed incumbent pay adjustment for the Crossing Guard position.

Range	Step 1	Step 2	Step 3	Step 4	Mid	High	Range
1	8.60	9.08	9.58	10.11	10.74	----	1
2	9.08	9.58	10.11	10.67	11.34	13.59	2
3	9.58	10.11	10.67	11.26	11.96	14.34	3

### Part-time Program Coordinator

The current Part-time Program Coordinator pay range in Lindon City is Range 13. The midpoint for Range 13 is \$20.49. That is 21.19% above the market median for the Part-time Program Coordinator position. The current market median for the Part-time Program Coordinator position is approximately \$16.15. It is proposed to shift the Part-time Program Coordinator pay range down from **Range 13** to **Range 9**. This will provide for a midpoint of \$16.51, 2.20% above the market median, but within the +/- 10% threshold. As a result, current pay will shift from **Range 13, Step 2 on the old scale** to **between the Mid and High**

**steps in Range 9 on the new scale.** The table below illustrates the proposed incumbent pay adjustment for the Part-time Program Coordinator position.

Range	Step 1	Step 2	Step 3	Step 4	Mid	High	Range
9	13.22	13.96	14.73	15.55	16.51	19.80	9
10	13.96	14.73	15.55	16.41	17.43	20.90	10
11	14.73	15.55	16.41	17.32	18.40	22.06	11
12	15.55	16.41	17.32	18.28	19.42	23.29	12
13	16.41	17.32	18.28	19.28	20.49	24.57	13

As a result of the range readjustment, current employee pay will remain at \$16.86/hr and the employee will be eligible for future pay increases based on merit performance.

### Seasonal Help

The current Seasonal Help (Public Works and Parks) pay range in Lindon City is Range 6. The midpoint for Range 6 is \$14.06. That is 28.99% above the market median for the Seasonal Help position. The current market median for the Seasonal Help position is approximately \$9.98. It is proposed to shift the Seasonal Help position pay range down from **Range 6 to Range 1**. This will provide for a midpoint of \$10.74, 7.04% above the market median, but within the +/- 10% threshold. As a result, any returning seasonal employees whose previous pay was in Range 6 will shift from **Step 1 in Range 6 to between the Mid and High steps in Range 1**. The table below illustrates the proposed incumbent pay adjustment for the Seasonal Help position.

Range	Step 1	Step 2	Step 3	Step 4	Mid	High	Range
1	8.60	9.08	9.58	10.11	10.74	12.88	1
2	9.08	9.58	10.11	10.67	11.34	13.59	2
3	9.58	10.11	10.67	11.26	11.96	14.34	3
4	10.11	10.67	11.26	11.87	12.63	15.14	4
5	10.67	11.26	11.87	12.53	13.32	15.97	5
6	11.26	11.87	12.53	13.22	14.06	16.86	6

As a result of the range readjustment, returning employee pay will not increase but remain at **\$11.26/hr** unless eligible for future pay increases based on merit performance. Newly hired Seasonal Help will start at **Range 1, Step 1 (\$8.60/hr)**.

### Equipment Operator

The current Equipment Operator pay range in Lindon City is Range 13. The midpoint for Range 13 is \$20.49 (\$40,394 annually). That is 11.42% above the market median for the Equipment Operator

position. The current market median for the Equipment Operator position is approximately \$18.15 (\$37,750 annually). For future incumbents in this position it is proposed to shift the Equipment Operator position pay range down from **Range 13** to **Range 12**. This will provide for a midpoint of \$19.42 (\$40,394 annually), 6.54% above the market median, but within the +/- 10% threshold. *However, it is recommended that the current incumbent pay and range not be adjusted downward and be left as-is until the position is vacated. This will allow the incumbent to receive and be eligible for future merit based performance opportunities and COLA increases as approved. When the position is vacated a new employee will start within **Range 12**.* The table below illustrates the range adjustment for any future employee hired in the Equipment Operator position.



Range	Step 1	Step 2	Step 3	Step 4	Mid	High	Range
11	14.73	15.55	16.41	17.32	18.40	22.06	11
12	15.55	16.41	17.32	18.28	19.42	23.29	12
13	16.41	17.32	18.28	19.28	20.49	24.57	13
14	17.32	18.28	19.28	20.34	21.63	25.93	14

As a result of the range adjustment, current incumbent pay will not change, but remain at **\$23.29 (\$48,443 annually)**. The current incumbent will be eligible for additional merit performance increases up to \$24.57 and eligible for periodic COLA adjustments as approved.

### Chief Building Official

The current Chief Building Official pay range in Lindon City is Range 23. The midpoint for Range 23 is \$35.12 (\$73,050 annually). That is 11.35% above the market median for the Chief Building Official position. The current market median for the Chief Building Official position is approximately \$31.13 (\$64,755 annually). For future incumbents in this position it is proposed to shift the Chief Building Official position pay range down from **Range 23** to **Range 21**. This will provide for a midpoint of \$31.53 (\$65,582 annually), 1.26% above the market median, but within the +/- 10% threshold. *However, it is recommended that the current incumbent pay and range not be adjusted downward and be left as-is until the position is vacated. This will allow the incumbent to receive and be eligible for future merit based performance opportunities and COLA increases as approved. When the position is vacated a new employee will start within **Range 21**.* The table below illustrates the proposed range adjustment for any future employee hired in the Chief Building Official position.



Range	Step 1	Step 2	Step 3	Step 4	Mid	High	Range
20	23.92	25.24	26.64	28.12	29.88	35.83	20
21	25.24	26.64	28.12	29.68	31.53	37.81	21
22	26.64	28.12	29.68	31.32	33.27	39.90	22
23	28.12	29.68	31.32	33.05	35.12	42.11	23
24	29.68	31.32	33.05	34.88	37.07	44.45	24

As a result of the range adjustment, current incumbent pay will not change, but remain at **\$42.11 (\$87,588.80 annually)**. The current incumbent will be eligible for additional merit performance bonuses and eligible for periodic COLA adjustments as approved.

For positions that are below the 10% threshold in variation from the market median management recommendation is to advance these positions up to an appropriate pay range where the position medians will adequately reflect the medians in the market.

Positions that are below the 10% threshold are as follows:

- Clerk Typist 1
- Lifeguard
- Pool Manager
- Recorder
- Streets Superintendent
- Waste Water Superintendent
- Water Superintendent
- Part Time Recreation Assistant / Community Center Front Desk Attendant

To place each of these positions in line with the market medians for pay ranges, each of these positions need to be advanced upward to an appropriate pay range that will reflect the market.

Advancements may occur as follows:

### Clerk Typist 1

As part of this study it was determined that several clerical / clerk positions exist within the City with very subtle differences between them. One such position at Public Works has been in **Range 6**, while others are in **Range 8**. After review of job duties and evaluation of market comparisons, it is proposed that *all* Clerk Typist 1 positions be within **Range 8**, which is within the +/- 10% threshold of market median for similar types of positions. The incumbent at Public Works will be amended to Range 8 accordingly. The table below illustrates the proposed incumbent pay adjustment for the Public Works Clerk Typist 1 position.



Range	Step 1	Step 2	Step 3	Step 4	Mid	High
5	10.67	11.26	11.87	12.53	13.32	15.97
6	11.26	11.87	12.53	13.22	14.06	16.86
7	11.87	12.53	13.22	13.96	14.84	17.80
8	12.53	13.22	13.96	14.73	15.66	18.78
9	13.22	13.96	14.73	15.55	16.51	19.80

Pay for the incumbent in Public Works Clerk Typist 1 position will increase from **Range 6, Step 2** (\$11.56) to **Range 8, Step 1** (\$12.53) for a total pay increase of **\$0.97/hr.** Other Clerk Typist 1 positions will remain within Range 8 with opportunity to increase pay according to merit based performance.

## Lifeguard

Currently the Lifeguard position is not associated with any pay ranges. However, the scale for Range 1a is being created to allow the pay grade to be represented in the pay range chart. It is proposed to start Lifeguards at **Range 1a, Step 1b**.

Range	Step 1a	Step 1b	Step 1c	Range
1a	7.25	7.70	8.15	1a

The proposed adjustments will advance the starting Lifeguard pay by **\$0.10/hour**. The new pay will place the Lifeguard position -13.25% below the actual lifeguard pay in the market. However, the median for the Lifeguard position is the same as it is for Range 1 (\$10.74) which is 8.47% above the median in the market. While some upward adjustment in lifeguard pay within Range 1 may be necessary to retain lifeguards in the future, Administration recommends continuing to lag the market for entry level Lifeguard positions with opportunity for returning guards and head guards to increase in pay based on experience and merit performance according to the steps within Range 1.

## Pool Manager

Currently the Pool Manager position is not associated with any pay ranges. However, to place the position in line with what is currently being reported in the market, the current Pool Manager in Lindon City should be adjusted to **Range 5, Step 3** (assuming the incumbent is re-hired for another season). The Pool Manager should be adjusted to Step 3 in the range to avoid having to issue a pay cut. The adjustment will result in a pay increase of **\$0.37/hour**.

Range	Step 1	Step 2	Step 3	Step 4	Mid	High	Range
1	8.60	9.08	9.58	10.11	10.74	12.88	1
2	9.08	9.58	10.11	10.67	11.34	13.59	2
3	9.58	10.11	10.67	11.26	11.96	14.34	3
4	10.11	10.67	11.26	11.87	12.63	15.14	4
5	10.67	11.26	11.87	12.53	13.32	15.97	5

Making this adjustment will place the Pool Manager's pay range median at \$13.32, 0.60% above the median in the market, but within the +/- 10% threshold.

## Recorder

The current Recorder pay range in Lindon City is Range 17. The midpoint for Range 17 is \$25.41 (\$52,852.80 annually). That is -19.70% below the market median for the Recorder position. The current market median for the Recorder position is approximately \$30.42 (\$63,265 annually). It is proposed to advance the Recorder pay range from **Range 17 to Range 21**. This will provide for a midpoint of \$31.53 (\$65,582 annually), 3.53% above the market median, but within the +/- 10% threshold. As a result,

current pay will advance from **Step 2 in Range 17** to **Step 1 in Range 21**. The table below illustrates the proposed incumbent pay adjustment for the Recorder position.

Range	Step 1	Step 2	Step 3	Step 4	Mid	High	Range
16	19.28	20.34	21.49	22.66	24.09	28.89	16
17	20.34	21.49	22.66	23.92	25.41	30.48	17
18	21.49	22.66	23.92	25.24	26.83	32.16	18
19	22.66	23.92	25.24	26.64	28.31	33.95	19
20	23.92	25.24	26.64	28.12	29.88	35.83	20
21	25.24	26.64	28.12	29.68	31.53	37.81	21

The change will result in a **\$7,800.20** annual salary increase for the current Recorder incumbent.

### Streets Superintendent

The current Streets Superintendent pay range for Lindon City is Range 18. The midpoint for Range 18 is \$26.83 (\$55,796 annually). That is -13.73% below the market median of \$30.51 (\$63,456 annually) for the Streets Superintendent. It is proposed to advance the Street Superintendent pay range from **Range 18** to **Range 20**. This will provide for a midpoint of \$29.88 (\$62,140 annually), -2.12% below the market median, but within the +/- 10% threshold. As a result of the pay range advancement, current incumbent pay will not immediately change. Current pay is \$66,892.80 annually which is above the midpoint for Range 20 and exceeds the average pay for counterparts in other jurisdictions. Further advancement through Range 20 for the incumbent will be based strictly on merit performance. The table below illustrates the proposed midpoint adjustment for the Streets Superintendent position.

Range	Step 1	Step 2	Step 3	Step 4	Mid	High	Range
17	20.34	21.49	22.66	23.92	25.41	30.48	17
18	21.49	22.66	23.92	25.24	26.83	32.16	18
19	22.66	23.92	25.24	26.64	28.31	33.95	19
20	23.92	25.24	26.64	28.12	29.88	35.83	20
21	25.24	26.64	28.12	29.68	31.53	37.81	21
22	26.64	28.12	29.68	31.32	33.27	39.90	22

### Waste Water Superintendent

The current Waste Water Superintendent pay range for Lindon City is Range 18. The midpoint for Range 18 is \$26.83 (\$55,796 annually). That is -11.75% below the market median of \$29.98 (\$62,351 annually) for the Waste Water Superintendent. It is proposed to advance the Waste Water Superintendent pay range from **Range 18** to **Range 20**. This will provide for a midpoint of \$29.88 (\$62,140 annually), -0.34%



below the market median, but within the +/- 10% threshold. As a result of the pay range advancement, current incumbent pay will not immediately change. Current pay is \$66,892.80 annually for the incumbent which is above the midpoint for Range 20 and exceeds the average pay for counterparts in other jurisdictions. Further advancement through Range 20 for the incumbent will be based strictly on merit performance. The table below illustrates the proposed midpoint adjustment for the Waste Water Superintendent position.

Range	Step 1	Step 2	Step 3	Step 4	Mid	High	Range
17	20.34	21.49	22.66	23.92	25.41	30.48	17
18	21.49	22.66	23.92	25.24	26.83	32.16	18
19	22.66	23.92	25.24	26.64	28.31	33.95	19
20	23.92	25.24	26.64	28.12	29.88	35.83	20
21	25.24	26.64	28.12	29.68	31.53	37.81	21
22	26.64	28.12	29.68	31.32	33.27	39.90	22

### Water Superintendent

The current Water Superintendent pay range for Lindon City is Range 18. The midpoint for Range 18 is \$26.83 (\$55,796 annually). That is -14.48% below the market median of \$30.71 (\$63,878) for the Water Superintendent. It is proposed to advance the Water Superintendent pay range from **Range 18** to **Range 20**. This will provide for a midpoint of \$29.88 (\$62,140 annually), -2.80% below the market median, but within the +/- 10% threshold. As a result of the pay range advancement, current incumbent pay will not immediately change. Current pay is \$66,892.80 annually for the incumbent which is above the midpoint for Range 20 and exceeds the average pay for counterparts in other jurisdictions. Further advancement through Range 20 for the incumbent will be based strictly on merit performance. The table below illustrates the proposed midpoint adjustment for the Water Superintendent position.

Range	Step 1	Step 2	Step 3	Step 4	Mid	High	Range
17	20.34	21.49	22.66	23.92	25.41	30.48	17
18	21.49	22.66	23.92	25.24	26.83	32.16	18
19	22.66	23.92	25.24	26.64	28.31	33.95	19
20	23.92	25.24	26.64	28.12	29.88	35.83	20
21	25.24	26.64	28.12	29.68	31.53	37.81	21
22	26.64	28.12	29.68	31.32	33.27	39.90	22

### Part Time Recreation Assistant / Community Center Front Desk Attendant

The current Rec Assistant / CC Front Desk Attendant pay range in Lindon City is not associated with any pay ranges and have been paid \$7.60/hr. That's -37.99% below the market median for similar positions,

and -24.97% below average market pay (\$9.50/hr). The current market median for similar positions is approximately \$10.49. It is proposed to shift the Rec Assistant / CC Front Desk Attendant position pay to **Range 1, Step 1**. This will provide for a midpoint of \$10.74, 2.32% above the market median, but within the +/- 10% threshold. The table below illustrates the proposed incumbent pay adjustment for the position.

Range	Step 1	Step 2	Step 3	Step 4	Mid	High	Range
1	8.60	9.08	9.58	10.11	10.74	12.88	1
2	9.08	9.58	10.11	10.67	11.34	13.59	2
3	9.58	10.11	10.67	11.26	11.96	14.34	3
4	10.11	10.67	11.26	11.87	12.63	15.14	4
5	10.67	11.26	11.87	12.53	13.32	15.97	5
6	11.26	11.87	12.53	13.22	14.06	16.86	6

As a result of the range adjustment, current incumbents will be moved to **Range 1, Step 1 (\$8.60/hr)** resulting in a **\$1.00/hr** increase.

## Merit Pay Recommendations

Based on the potential changes occurring with the new pay scale and changes recommended to employee benefits, management is targeting a merit increase percentage that keeps the City as close as possible to current fiscal year 2014-15 budget amounts for total employee compensation. As such, we recommend that the Council approve a **1.6% merit increase for FY2014-15**. A 1.4% cost of living allowance (COLA) was previously approved in this fiscal year effective in July 2014.

For employees who are within Steps 1 through 4 on the new pay scale, if they score a 6.0 average or better on their performance evaluations they will be moved to the next step in the pay scale. For employees who are between Mid and High steps on the pay scale, they will be eligible to receive the full 1.6% merit increase if they score an average of 9.0 or higher on their performance evaluation. Scoring less than 9.0 allows them to obtain a percentage of the 1.6% merit increase as follows in the table below:

Table of Evaluation Scores and Merit Percent	
Final Score	Merit Percent
9 or higher	100%
8 – 8.9	90%
7 – 7.9	80%
*6 – 6.9	70%
4 – 5.9	No Merit
1 – 3.9	Probation
*Range steps 1-5 must score 6.0 or higher for full merit.	

Staff recommends continuing to discuss and approve a full merit pay as part of the annual budget adoption in June of each year, with the additional six month fiscal evaluation occurring in December prior to the Council approving payment of merit increases in December/January. This six month reflection upon the budget has appeared to be a healthy exercise to keep the City from having compounding financial constraints if budgeted revenue is less than expected.

**Merit Pay Bonus Program:** In addition to traditional merit pay increases based on performance for employees within their pay range, a new one-time merit bonus pay opportunity is recommended for employees who have reached the high end of their pay scale and have *topped-out*. This one-time payment will be based upon the same performance criteria as other employees who have not topped out in their pay range.

For this current fiscal year, employees who are topped-out will be eligible for the same 1.6% merit increase as other employees but the performance based bonus will not be added to recurring annual wage amounts that are compounded by annually recurring costs, such as URS contributions. It will strictly be a bonus opportunity to financially incentivize performance from employees who have reached the top of their pay scale. Financial impacts of this merit bonus program is included in the following Benefit Recommendations section of this report.

## Benefit Study Results & Recommendations

The following is a summary of the benefit study performed and the proposed changes to the current employee benefit package:

### 2014 Lindon City Benefit Comparison & Findings - Summary Chart: Jan.06,2015

Comparison Data based upon the following: \*FirstWest Benefit Solutions 2014 Utah Employee Benefit Study (FWB Study) w/56 Government Sector Respondents along Wasatch Front; and \*\*Lindon City Compensation Studies (CC Study) consisting of various comparisons of city benefits across the State.

	Current Benefit	Comparison Data	Adjustments Needed?	Recommendation
<b>Health Insurance</b>	\$1,450.93 / month Defined Contribution (DC) provided for all full-time employees (can be used to cover premiums for medical, dental, vision, & supplementary insurance with any surplus going to retirement plans, HSA, etc)	<b>FWB Study*</b> : Defined contribution not typical (68.6% do not offer this type of benefit). Of those that do offer DC, only 12% provide the same DC dollar amount for all eligible employees (single, double, family). <b>FWB Study</b> : 42% cover all of insurance premium on <i>least expensive</i> plan. <b>CC Study**</b> : 9 out of 11 cities require a percentage participation on health premiums, therefore have no surplus from DC type plan.	Yes	Discontinue DC type plan (no surplus amounts). <b>City will cover 100% of medical premiums.</b> <b>For employees hired prior to Jan 1, 2015 the City will also contribute additional \$100/mo to employees w/double coverage; \$50/mo to employees w/single coverage.</b> <b>New employees w/double or single coverage hired after Jan 1, 2015 will not receive additional monthly amounts.</b>
<b># of health insurance plans offered</b>	2 plans offered. Traditional; High Deductible Health Plan (HDHP) w/ Health Savings Account contributions made by City.	<b>FWB Study</b> : 79% offer two or more plans	No	No Change.

<b>Health Insurance Opt-out (Waiver)</b>	Employees not electing insurance and employed prior to July 1, 2007 = \$1,224.79	<b>FWB Study:</b> 63.5% do not offer this type of benefit. Of those that do, the majority offer \$300 or less. <b>CC Study:</b> Average of 16 reporting cities = \$331	Yes	Reduce to \$500/month regardless of hire date.
	Employees not electing insurance and employed after July 1, 2007 = \$500	See above.	Yes	All employees hired prior to Jan 1, 2015 = \$500/mo. Staying at \$500/mo waiver is anticipated to incent those w/waiver to continue waiving - thus saving the City money. Reduction may reduce annual savings due to paying additional premiums for coverage if opt-out employees decide to sign up for full health coverage. *New employees hired after Jan 1, 2015 = \$300/mo
<b>Dental Insurance</b>	\$1,450.93 / mo defined contribution (can be used for medical, dental, vision, and supplementary). All employees have had enough DC money to pay, at minimum, about half of the dental premium. 10 of 35 have dental fully covered by DC money.	<b>FWB Study:</b> Only 27% cover all of dental premium. However, a majority cover half or more of premium.	Yes	City will cover 50% of dental premiums for family coverage; 100% of dental premium for double or single coverage.
<b>Retirement</b>	City participates in Utah Retirement System (URS) pension plan w/rates set by URS. Lindon mostly has Tier 1 non-public safety employees = 18.47% of salary contributed to pension plan. Higher amounts for public safety. Lesser amounts for Tier 2 employees.	<b>URS:</b> Nearly all Utah cities participate in a URS pension plan. Very common among other gov sector entities. <b>CC Study:</b> All 11 cities participate with a URS pension program. <b>FWB Study:</b> 62.3% report contributing more than 15% of employee income into retirement plans.	No	No change.

<b>401k Supplemental Retirement</b>	City contributes 4.5% of employee wages into choice of 401k, 457, IRA, etc. No employee contribution (match) is required	<b>CC Study:</b> 3 of 11 cities offer supplemental 401k. All 3 cities require some level of employee contribution. Alpine School District also provides 1.5% w/no employee contribution required.	Yes	City contributes 1.5% of salary w/out employee contribution, then will match an additional 1.5% (if employee contributes 1.5%).
<b>Life &amp; Disability Insurance</b>	\$50,000 life insurance policy for employee, spouse (\$5k), kids(\$2.5k). AD&D Ins = \$50k employee only. Long Term Disability Insurance for employee only.	<b>FWB Study:</b> More than 75% offer employer-paid life insurance of \$50k or higher, including smaller amounts of spouse/child coverage. 75% offer fully-covered employer paid long-term disability	No	No change.
<b>Vision</b>	\$1,450.93 / mo defined contribution (can be used for medical, dental, vision, and supplementary). Typically, those with family insurance plans exceed DC amount and pay for vision out-of-pocket. Those with double, single, and waiver options may be able to utilize surplus DC money towards vision premiums.	<b>FWB Study:</b> 75% of respondents reported offering vision coverage. Of employers that offer vision coverage, 17% cover a portion of vision premium, with only 9.6% paying all of the vision premium.	No	No change. If DC surplus money is reduced, it may not be sufficient to cover Vision premium for some employees that have had it fully covered in the past, thus requiring out-of-pocket participation. This is typical with majority of FWB Study respondents.
<b>Sick Leave</b>	All employees earn 96 hours (12 days) per year	<b>CC Study:</b> 96 hrs/year comparable to most cities	No	No change.
<b>Vacation time &amp; Holidays</b>	40 to 160 hrs/year based on years of employment or management position. The City also has 11 paid holidays w/each employee getting one paid personal holiday.	<b>CC Study:</b> Comparisons are typical of Lindon's current vacation times offered based on years of service. <b>FWB Study:</b> 68.5% have 11 or more paid holidays per year.	No	No change.

<b>Sick Leave Buy-back</b>	<p>City allows an employee to sell back up to 48 hours of sick time if they've accumulated 500 hours or more of sick leave. Intent is to incent employees to save at least 3-months of sick leave. (Most disability insurances don't start until 3-months of being disabled). Currently there are six employees who have accumulated 500 hours or more of sick time.</p>	<p><b>CC Study:</b> Very common program among cities. Hours needed to accumulate before sell-back and hours that can be sold back vary greatly. However, Lindon is the most restrictive in time needed before being able to sell back (500 hrs). Most other cities allowed sell back programs to begin at 480 hrs accumulation or less.</p>	<p><b>Yes</b></p>	<p>Decreasing the amount of time needed before being able to sell back excess sick time should help incent more participation in the program, thus protecting employees from financial losses if faced w/ severe illness.</p> <p><u>Recommendation:</u> After 288 hours (3 yrs sick leave accumulation) employee can sell back up to ¼ of sick time earned for that year (24 hrs max). After 480 hours (5 yrs sick leave accumulation) employee can sell back up to ½ of sick time earned for that year (48 hours max). Employees may only sell back hrs above the minimum thresholds of 288 and 480. Sell back hours can also be converted to vacation time instead of cash.</p>
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The following memo from Kristen Colson, Lindon City Finance Director, outlines the financial impacts of the proposed benefit and compensation changes as summarized within this study:

*See attached memo.*





## M E M O R A N D U M

To: Mayor Acerson and City Council Members  
 From: Kristen Colson  
 Date: December 31, 2014  
 Re: Proposed Benefit Changes

The following is a summary of the recommended benefit changes as a result of meetings held by the Benefits Committee, employees, and the City Council.

### CONTRIBUTIONS TO 401(k), 457 OR IRA ACCOUNTS

**Current Benefit:** Lindon City currently contributes 4.5% of full-time employees' salaries and wages to their choice of 401(k), 457 or IRA account, regardless of whether employees contribute or not.

**Proposed Change:** Lindon City will contribute 1.5% of full-time employees' salaries and wages to their choice of 401(k), 457 or IRA account, regardless of whether employees contribute or not. If an employee decides to contribute to their retirement account, Lindon City will match up to an additional 1.5%. The maximum Lindon City will contribute is 3.0% for employees contributing 1.5% or more. An employee contribution of 1.5% on a biweekly paycheck of \$1,500 would be a payroll deduction of \$22.50.

**Potential Savings:** Based on budgeted payroll for the 2014-2015 fiscal year, the annual savings to Lindon City would be \$41,660 - \$83,320 depending on employee participation. Below are some examples of employee participation.

<u>Employee Participation</u>	<u>City's Contribution</u>	<u>Cost to City</u>	<u>Savings to City</u>
0.0%	1.5%	\$41,659.33	\$83,318.66
0.5%	2.0%	\$55,545.78	\$69,432.22
1.0%	2.5%	\$69,432.22	\$55,545.78
1.5%	3.0%	\$83,318.66	\$41,659.33

### BENEFIT ALLOWANCE

**Current Benefit:** Lindon City currently allocates a benefit allowance to all full-time benefitted employees. The benefit allowance is calculated as the cost of the traditional family coverage, plus the cost of family dental coverage, less a calculated employee contribution based on the previous year's contribution. The monthly benefit allowance amounts are as follows.

If electing medical insurance through Lindon City:	\$1,450.93
If not electing medical insurance and	
Employed prior to 7/01/2007	\$1,224.79
Employed after 7/01/2007	\$500.00

This benefit allowance may be used for medical premiums, contributions to a Health Savings Account, dental premiums, other optional insurance premiums, and contributions to Flexible Spending Accounts. Expenses in excess of the benefit allowance are withheld from an employee's paycheck. Any unused benefit allowance is paid into the employee's retirement account less FICA taxes.

**Proposed Changes:** Lindon City will pay 100% of medical insurance premiums and 50% of dental insurance premiums for employees who qualify for family coverage. The City will pay 100% of medical and dental insurance premiums for employees who qualify for employee plus one (double) and employee only (single) coverage. An additional \$100 or \$50 per month will be paid to employees hired prior to 1/1/2015 with employee plus one coverage or employee only coverage, respectively.

Using Lindon City's insurance premiums for the 2014-2015 fiscal year, the monthly amounts would be as follows.

	Emp Hired Prior to 1/1/2015	Emp. Hired After 1/1/2015
If enrolling in medical insurance - Family coverage	\$1,458.10	\$1,458.10
If enrolling in medical insurance - Employee +1 coverage	\$1,206.12	\$1,106.12
If enrolling in medical insurance - Employee only coverage	\$600.20	\$550.20
If not electing medical insurance	\$500.00	\$300.00

If an employee decides to enroll in the high deductible health plan (HDHP) instead of the traditional health plan, the difference in the medical premiums would be deposited into the employee's Health Savings Account (HSA). Premiums in excess of the benefit allowance would be withheld from an employee's paycheck. Below is an illustration of the monthly benefit allocations.

<u>Coverage</u>	<u>Health Plan</u>	<u>Paid by Lindon City</u>				<u>Pd by Emp.</u>
		<u>Health Premium</u>	<u>HSA Payment</u>	<u>Dental Premium</u>	<u>Extra Payment</u>	<u>Dental Premium</u>
Family	Traditional	\$1,409.70	\$0.00	\$48.40		\$48.40
Family	HDHP/HSA	\$1,279.96	\$129.74	\$48.40		\$48.40
Emp. +1	Traditional	\$1,042.18	\$0.00	\$63.94	\$100.00	
Emp. +1	HDHP/HSA	\$946.28	\$95.90	\$63.94	\$100.00	
Emp.	Traditional	\$503.46	\$0.00	\$46.74	\$50.00	
Emp.	HDHP/HSA	\$457.12	\$46.34	\$46.74	\$50.00	

The extra payment and the incentive for not enrolling in medical insurance, also known as a benefit in lieu of insurance, could be used for other benefit premiums or investments that can be processed through an employee's paycheck. (Examples include payments for life, accident, or vision premiums; deposits into an FSA or HSA account; or a deposit into a 401(k), 457 or IRA account.) The benefit in lieu of insurance is only available when the employee has insurance coverage through another family member. This is not intended to be an incentive to go without medical insurance.

**Potential Savings:** Based on current Lindon City employee enrollment in medical and dental insurance and the 2014-2015 fiscal year premiums, the annual savings to Lindon City could be as high as \$101,224. This amount could fluctuate if the ten employees currently waiving medical insurance decided to enroll in medical insurance. We could assume that the 4 employees who are receiving the \$500/month incentive would continue to waive insurance through Lindon City. If the 6 employees who are receiving the \$1,224.79 incentive, decided to get insurance through the City, the annual savings would decrease to \$44,336.

## SICK PAY BUY BACK

**Current Benefit:** Employees with more than 500 hours of accumulated sick leave may sell (or convert to vacation leave) half of their unused sick leave from the previous 12 months. Most employees choose to have Lindon City “buy back” their sick leave (up to 48 hours) and this is done annually in the second pay period in November. Employees may not sell back sick leave hours that would take them below the 500 hour minimum balance.

All regular full-time employees accrue 96.0 hours of sick leave annually. If an employee has accumulated more than 500 hours of sick leave and has not used any of their sick leave from November to November, then the employee would be eligible to sell back 48.0 hours of their sick leave. If this employee had used 16.0 hours of sick leave from November to November, then the employee would be eligible to sell back 40.0 hours of their sick leave. These examples are illustrated below with additional scenarios.

Sick Leave Balance on 11/21/2014	Sick Leave Accrual 11/22/2014 - 11/20/2015	Sick Leave Usage 11/22/2014 - 11/20/2015	Unused Sick Leave 11/22/2014 - 11/20/2015	Hours for “Buy Back”	Sick Leave Balance on 11/21/2015
658.43	96.00	0.00	96.00	48.00	706.43
572.65	96.00	16.00	80.00	40.00	612.65
452.15	96.00	0.00	96.00	48.00	500.15
452.15	96.00	16.00	80.00	32.15*	500.00
336.71	96.00	0.00	96.00	N/A	432.71
193.56	96.00	0.00	96.00	N/A	289.56

\*Employee cannot sell back 40.0 hours because the sick leave balance cannot go below the 500.0 hour minimum for the “Buy Back” Program.

Under the current program, 16 employees could qualify for the Sick Leave Buy Back program in November 2015 for a total cost of \$25,843.

**Proposed Changes:** Employees with more than **480** hours (5 years x 96 hrs/yr) of accumulated sick leave may sell (or convert to vacation leave) **half** of their unused sick leave from the previous 12 months. Employees with more than **288** hours (3 years x 96 hrs/yr) of accumulated sick leave may sell (or convert to vacation leave) **one-fourth** of their unused sick leave from the previous 12 months. Employees may not sell back sick leave hours that would take them below the 480 or 288 hour minimum balances. Various scenarios are illustrated below.

Sick Leave Balance on 11/21/2014	Sick Leave Accrual 11/22/2014 - 11/20/2015	Sick Leave Usage 11/22/2014 - 11/20/2015	Unused Sick Leave 11/22/2014 - 11/20/2015	Hours for “Buy Back”	Sick Leave Balance on 11/21/2015
658.43	96.00	0.00	96.00	48.00	706.43
572.65	96.00	16.00	80.00	40.00	612.65
452.15	96.00	16.00	80.00	40.00	492.15
408.68	96.00	0.00	96.00	24.68*	480.00
336.71	96.00	0.00	96.00	24.00	408.71
193.56	96.00	0.00	96.00	1.56*	288.00

\*Employee cannot sell back half of unused hours because the sick leave balance cannot go below the minimum balance for the “Buy Back” Program.

**Potential Costs:** Based on current sick leave balances and assuming that the 25 employees with at least 192 hours of sick leave do not use any sick leave in the next year and they all qualify for full merit increases, the cost to Lindon City in November 2015 for wages and FICA would be \$33,778. The cost would be distributed across the City's funds as follows.

General Fund	\$27,834.72
Water Fund	\$1,688.12
Sewer Fund	\$2,217.50
Storm Water Fund	\$1,437.00
Recreation Fund	\$600.72
<b>TOTAL</b>	<b><u>\$33,778.06</u></b>

### **ONE-TIME BONUS FOR EMPLOYEES AT THE TOP OF THEIR PAY RANGE**

**Current Policy:** Once employees have reached the high point of their pay range, they no longer qualify for a merit increase. Cost of Living Allowance (COLA) increases, when approved, are the only increases that these employees receive. Employee evaluations do not have a monetary incentive once an employee achieves the longevity that puts them at the top of their pay range.

**Proposed Changes:** If an employee has "topped out" in their pay range, they can be eligible for a one-time bonus which would be paid as a result of their annual performance evaluations. The bonus would be their annual wage multiplied by the approved merit increase percentage. The proposed merit increase for January 2015 for employees above the midpoint of their range is 1.6%. If an employee has reached the high point of their range and earns \$50k per year, their one-time bonus would be \$800. This is recommended to occur annually as merit increases are approved. This is called a one-time bonus because it would not affect future increases (such as COLA, retirement, etc.) thus avoiding a compounding increase in future years.

**Potential Costs:** There will be 4 employees that could benefit from this bonus this year. The total cost for wages and FICA, assuming they scored a 9.0 or higher on their employee evaluations, would be \$5,307 and would only impact the General Fund. This will be recalculated and presented annually during the budget process during the merit pay discussion.

### **SUMMARY**

There are multiple changes being proposed as a result of this year's comprehensive benefit and compensation study. The implementation of the new pay scale as well as the recommended changes in position salaries will increase payroll costs \$4,200 for the second half of this fiscal year. The increased cost for the proposed one-time bonus could be \$5,300, assuming that the affected employees qualify for their full merit increase. These increases are offset by not filling the part-time Blue Stakes technician, not filling the part-time Court Clerk position that became vacant, filling the full-time water technician 14 weeks into the fiscal year, and restructuring the Police Secretary positions. These changes result in a net savings of \$58,500 from the original 2014-2015 budget for payroll.

The estimating savings for the proposed changes in 401(k) contributions could be \$41,600 - \$83,320. The estimated savings for the proposed benefit allowance changes could be \$101,224, assuming that employees receiving the benefit in lieu of insurance continue to receive the incentive rather than participating in insurance coverage. The increased cost for the proposed changes to the Sick Pay Buy Back Program could be \$7,900 assuming the participating employees do not use any sick time before November 2015. These changes, which would go into effect in the 2015-2016 fiscal year, total a net savings of \$134,924 - \$176,664.

## Conclusion

Lindon City conducts a compensation and benefits analysis every 2-3 years. The purpose of each evaluation is to ensure wages and benefits remain competitive with market conditions and that employees are fairly compensated in comparison to their counterparts in other similar jurisdictions. This periodic evaluation also presents opportunity for the City to ensure that tax dollars are being spent prudently and that total compensation amounts do not place unreasonable burden upon the finances obligations of the City. These evaluations are part of Lindon City's desire to remain prudent but competitive in the job market.

Total estimated savings of implementing all of the proposed changes to total compensation (wages & benefits) during the 2015-16 fiscal year is between \$134,924 and \$176,664. This amount will fluctuate according to changes in insurance premiums, number of employees who sign up for insurance, number of employees who opt out of insurance, etc.

Over the next year management will evaluate changes in the merit and performance evaluation system carefully to determine if additional alterations need to be made to improve the system and help foster better employee performance and accountability.

Additional research will be done on possible wellness programs offered by our insurance provider (PEHP) to determine if employees can be incentivized to achieve personal health goals in order to decrease costs of insurance premiums. We will also explore the possibility of local businesses donating funds or prizes towards employee recognition programs. This may enable both the employee and the business to receive better recognition within the community.

## Appendix

### FirstWest Benefit Solutions 2014 Utah Employee Benefit Study

*See attached study.*

## 2014 Utah Employee Benefit Study

### Government (Public) Sector Report 56 Respondents

#### Section 1: Demographic Data

Q3. In which general industry sector do you primarily operate?

- 5.4% A. Building Trades (including other Skilled Trades)
- 14.3% B. Education (including Professional Coaching)
- 0.0% C. Engineering & Scientific (including Architecture & Research)
- 1.8% D. Finance & Banking (including Insurance & Real Estate)
- 0.0% E. Health Care
- 3.6% F. Industrial (including Manufacturing, Transportation, Agriculture & Natural Resources)
- 0.0% G. Information Technology
- 0.0% H. Media (including Printing, Advertising & Public Relations)
- 0.0% I. Professional Services (including Law, Accounting, Collections, Payroll & Writing)
- 60.7% J. Public Administration (including Non-profits & Churches)**
- 14.3% K. Retail & Wholesale Trade (including Utilities, Communication & Hospitality)

Q4. How many of your employees are **eligible for at least one** of the following benefits through your company; paid leave, alternate work schedules, retirement plans and/or insurance programs?

- |                      |                         |
|----------------------|-------------------------|
| 3.6% A. Less than 10 | <b>23.2% E. 100-250</b> |
| 8.9% B. 10-19        | 7.1% F. 251-500         |
| 17.9% C. 20-50       | 12.5% G. 501-1,000      |
| 19.6% D. 51-99       | 7.1% H. More than 1,000 |

Q5. Please indicate the geographic area in which the majority of your Utah employees are located. Also, please indicate any **other** area in which you have **at least ten employees eligible** for any of your benefit plans. (Select all that apply)

- 3.6% A. Northern Utah (including Box Elder, Cache & Rich Counties)
- 0.0% B. Northeastern Utah (including Daggett, Duchesne & Uintah Counties)
- 16.1% C. Wasatch Front North (including Davis, Morgan & Weber Counties)
- 35.7% D. Wasatch Front Central (including Salt Lake, Summit & Tooele Counties)
- 41.1% E. Wasatch Front South (including Utah & Wasatch Counties)**
- 7.1% F. Central Utah (including Beaver, Carbon, Emery, Grand, Juab, Millard, Sanpete & Sevier Counties)
- 7.1% G. Southern Utah (including Garfield, Iron, Kane, Piute, San Juan, Washington & Wayne Counties)

#### Section 2: Paid Leave and Alternate Work Schedules

Q6. What type of paid leave does your company offer?

- 9.3% A. Paid time off (PTO)
- 0.0% B. Sick leave only
- 0.0% C. Vacation only
- 90.7% D. Combination of sick leave and vacation**
- 0.0% E. None of the above

Q7. How many **paid holidays** does your company offer per year? (Select one in each category)

- | <u>Exempt Employees</u> | <u>Non-exempt Employees</u> |
|-------------------------|-----------------------------|
| 1.9% A. None            | 3.7% A. None                |
| 0.0% B. Less than 6     | 0.0% B. Less than 6         |
| 3.7% C. 6 - 8           | 7.4% C. 6 - 8               |
| 22.2% D. 9 - 10         | 20.4% D. 9 - 10             |
| <b>51.9% E. 11-12</b>   | <b>53.7% E. 11-12</b>       |
| 20.4% F. More than 12   | 14.8% F. More than 12       |

Q8. For employees with **less than one year of service**, how many days of combined paid leave are offered per year, **not including holidays**? (Select one in each category)

- | <u>Exempt Employees</u>          | <u>Non-exempt Employees</u>      |
|----------------------------------|----------------------------------|
| 1.9% A. None                     | 1.9% A. None                     |
| 3.7% B. 1-3 days                 | 3.7% B. 1-3 days                 |
| 5.6% C. 4-6 days                 | 5.6% C. 4-6 days                 |
| 16.7% D. 7-10 days               | 20.4% D. 7-10 days               |
| 11.1% E. 11-15 days              | 11.1% E. 11-15 days              |
| 20.4% F. 16-21 days              | 20.4% F. 16-21 days              |
| <b>35.2% G. 22-30 days</b>       | <b>37.0% G. 22-30 days</b>       |
| 3.7% H. More than 30 days        | 0.0% H. More than 30 days        |
| 1.9% I. Unlimited number of days | 0.0% I. Unlimited number of days |



## 2014 Utah Employee Benefit Study

Q9. For employees with **more than five years of service**, how many days of combined paid leave are offered per year, **not including holidays**? (Select one in each category)

### Exempt Employees

- 1.9% A. None
- 0.0% B. 1-3 days
- 1.9% C. 4-6 days
- 11.1% D. 7-10 days
- 13.0% E. 11-15 days
- 13.0% F. 16-21 days
- 42.6% G. 22-30 days**
- 14.8% H. More than 30 days
- 1.9% I. Unlimited number of days

### Non-exempt Employees

- 1.9% A. None
- 0.0% B. 1-3 days
- 1.9% C. 4-6 days
- 13.0% D. 7-10 days
- 11.1% E. 11-15 days
- 14.8% F. 16-21 days
- 50.0% G. 22-30 days**
- 7.4% H. More than 30 days
- 0.0% I. Unlimited number of days

Q10. How many **unused days of paid leave** are permitted for carry over to the following year? (Select one in each category)

### Exempt Employees

- 9.3% A. None
- 0.0% B. 1-3 days
- 0.0% C. 4-6 days
- 3.7% D. 7-10 days
- 7.4% E. 11-15 days
- 9.3% F. 16-21 days
- 13.0% G. 22-30 days
- 50.0% H. More than 30 days**
- 7.4% I. Unlimited number of days

### Non-exempt Employees

- 7.4% A. None
- 1.9% B. 1-3 days
- 0.0% C. 4-6 days
- 3.7% D. 7-10 days
- 9.3% E. 11-15 days
- 5.6% F. 16-21 days
- 14.8% G. 22-30 days
- 50.0% H. More than 30 days**
- 7.4% I. Unlimited number of days

Q11. Which type of alternate work schedule does your company offer? (Select all that apply) Consider the following definitions for this question:

**Telecommuting** is working away from a company office location

**Compressed work week** is working less than five days per week for full-time status

**Job sharing** is allowing more than one part-time worker to fill a full-time need

**Flex time** is allowing an employee to choose their own or alternative work hours

- 24.1% A. Telecommuting
- 61.1% B. Compressed work week**
- 9.3% C. Job sharing
- 33.3% D. Flex time
- 37.0% E. None of the above

### Section 3: Retirement Benefits

Q12. What types of retirement plans are offered by your company? (Select more than one if applicable)

- 83.0% A. Defined benefit pension plan**
- 88.7% B. Defined contribution such as 401(k), 403(b) or 457**
- 15.1% C. Simple IRA or Simple 401(k)
- 1.9% D. Non-qualified deferred compensation plan
- 1.9% E. None, we do not offer a retirement plan

Q13. As a percentage of employee income, what is the **maximum employer contribution** (not including FICA matches for Social Security) toward all of your retirement plans assuming an employee maximizes any matching provisions?

- 7.5% A. Not applicable
- 5.7% B. 1-2%
- 3.8% C. 3-4%
- 7.5% D. 5-6%
- 3.8% E. 7-10%
- 9.4% F. 11-15%
- 62.3% G. More than 15%**

Q14. What is the **eligibility requirement** to participate in your retirement plans? (Choose the answer that most closely matches your policy)

### Employee Contribution

- 7.5% A. Not applicable
- 83.0% B. Date of hire**
- 3.8% C. 30 days
- 1.9% D. 60 days
- 1.9% E. 90 days
- 1.9% F. Six months
- 0.0% G. One year
- 0.0% H. More than one year

### Employer Contribution

- 3.8% A. Not applicable
- 81.1% B. Date of hire**
- 1.9% C. 30 days
- 0.0% D. 60 days
- 1.9% E. 90 days
- 3.8% F. Six months
- 1.9% G. One year
- 5.7% H. More than one year



## 2014 Utah Employee Benefit Study

Q15. Which of the following does your retirement plan incorporate? (Select all that apply)

- |   |   |
|---|---|
| <b>49.1% A. Roth deferrals</b>              | 41.5% G. 401(k) Matching                    |
| <b>50.9% B. Automatic enrollment</b>        | 0.0% H. Profit Sharing                      |
| 1.9% C. Auto escalation (deferral increase) | <b>75.5% I. Loans</b>                       |
| 13.2% D. Automatic rebalancing              | 7.5% J. QDIA                                |
| 9.4% E. Safe harbor plan design             | 0.0% K. Employer Stock                      |
| 28.3% F. Personalized investment advice     | 9.4% L. None of the above or not applicable |

Q16. Which most closely describes your retirement plan vesting schedule?

- |                            |   |
|----------------------------|---|
| 28.3% A. Immediate vesting | <b>43.4% G. 4-Year Graded</b>               |
| 0.0% B. 6-month Cliff      | 5.7% H. 5-Year Graded                       |
| 0.0% C. 1-Year Cliff       | 3.8% I. 6-Year Graded                       |
| 1.9% D. 2-Year Cliff       | 5.7% J. None of the above or not applicable |
| 0.0% E. 3-Year Cliff       | 11.3% K. Other, please specify              |
| 0.0% F. 3-Year Graded      |   |

Q17. What kind of investment does your plan use as the QDIA default option?

- 13.0% Cash Equivalent  
6.5% Balanced/Risk lapsed Fund  
**34.8% Target Date Fund**  
32.6% Managed Account  
13.0% Other (please specify)

Q18. How many investment options does your plan offer?

- |                       |                        |
|-----------------------|------------------------|
| 13.2% A. 1-5          | 5.7% E. 21-25          |
| 13.2% B. 6-10         | 7.5% F. 26-30          |
| <b>26.4% C. 11-15</b> | 15.1% G. More than 30  |
| 11.3% D. 16-20        | 7.5% H. Not applicable |

Q19. How often may an employee change the deferral election amount?

- |                                  |                               |
|----------------------------------|-------------------------------|
| <b>60.4% A. Every pay period</b> | 5.7% E. Annually              |
| 15.1% B. Monthly                 | 11.3% F. Not applicable       |
| 3.8% C. Quarterly                | 3.8% G. Other, please specify |
| 0.0% D. Semi-annually            |                               |

### Section 4: Health Insurance Benefits

Q20. What is your **new hire waiting period** for insurance benefits? (Select one in each category that most closely matches your policy)

- | <u>Exempt Employees</u>      | <u>Non-exempt Employees</u>  |
|------------------------------|------------------------------|
| 1.9% A. Not applicable       | 1.9% A. Not applicable       |
| <b>65.4% B. Date of hire</b> | <b>63.5% B. Date of hire</b> |
| 30.8% C. 30 days             | 32.7% C. 30 days             |
| 1.9% D. 60 days              | 1.9% D. 60 days              |
| 0.0% E. 90 days              | 0.0% E. 90 days              |
| 0.0% F. Six months           | 0.0% F. Six months           |
| 0.0% G. One year             | 0.0% G. One year             |
| 0.0% H. More than one year   | 0.0% H. More than one year   |

Q21. How many different **medical insurance** benefit options are offered by your company? (List the most correct response)

- |  |  |
|--|--|
| 0.0% A. None, we offer no medical plan | 17.3% D. Three                                       |
| 21.2% B. One                           | 19.2% E. More than three                             |
| <b>42.3% C. Two</b>                    | 0.0% F. Multiple options in the Utah Health Exchange |

Q22. What percentage of the **total medical insurance premium** is paid by the employer on your **least expensive plan**? (Select the most correct in each category)

- | <u>Single Rate</u>                    | <u>Family Rate</u>                    |
|---------------------------------------|---------------------------------------|
| 0.0% A. We have no medical plan       | 0.0% A. We have no medical plan       |
| B. We offer a defined contribution in | B. We offer a defined contribution in |
| 0.0% the Utah Health Exchange         | 0.0% the Utah Health Exchange         |
| 1.9% C. Less than 50%                 | 5.8% C. Less than 50%                 |
| 3.8% D. 50-65%                        | 5.8% D. 50-65%                        |
| 11.5% E. 66-80%                       | 9.6% E. 66-80%                        |
| 26.9% F. 81-94%                       | 28.8% F. 81-94%                       |
| 3.8% G. 95-99%                        | 7.7% G. 95-99%                        |
| <b>51.9% H. 100%</b>                  | <b>42.3% H. 100%</b>                  |

## 2014 Utah Employee Benefit Study

**Q23.** This question refers to a **defined contribution (DC) allowance** that the employee may use to select from a variety of benefits, possibly through a cafeteria plan. Which benefits will the employer pay for if elected by the employee under your DC plan? (Select all that apply)

- 68.6% A. N/A, we do not offer a DC as defined above**
- 17.6% B. Medical Insurance is available
- 15.7% C. Other health-related insurance such as dental or vision coverage are available
- 21.6% D. Non-health benefits such as life insurance or a retirement plan are available
- 15.7% E. A health flexible spending account is available
- 19.6% F. A health savings account is available
- 3.9% G. Taxable cash is an option
- 0.0% H. Other, please specify

**Q24.** If you offer a DC-style health and welfare plan as indicated above, how do you determine the defined contribution amount available to each employee? (Select all that apply)

- 68.0% A. N/A, we do not offer a DC as defined above
- 16.0% B. Receiving the DC requires enrollment in our group medical plan**
- 0.0% C. The DC varies based on age
- 18.0% D. The DC varies based on enrollment status (Single, Family, etc)**
- 0.0% E. The DC varies based on employment classification (Exempt, Non-exempt, etc)
- 0.0% F. The DC varies based on tenure
- 0.0% G. The DC varies based on income (percentage of salary)
- 12.0% H. The DC is the same for all eligible employees
- 0.0% I. The DC depends on other criteria, please specify

**Q25.** What is the **lowest annual deductible** offered on a medical plan by your company? (Select the most correct in each category)

### In-Network Single Deductible

- 0.0% A. We have no medical plan
- 0.0% B. We use the Utah Health Exchange
- 17.3% C. \$0-250
- 23.1% D. \$251-\$500**
- 23.1% E. \$501-\$1,000**
- 21.2% F. \$1,001-\$2,000**
- 13.5% G. \$2,001-\$3,000
- 1.9% H. \$3,001-\$5,000
- 0.0% I. \$5,001-\$6,000
- 0.0% J. Over \$6,000

### In-Network Family Deductible

- 0.0% A. We have no medical plan
- 0.0% B. We use the Utah Health Exchange
- 9.6% C. \$0-250
- 11.5% D. \$251-\$500
- 17.3% E. \$501-\$1,000
- 25.0% F. \$1,001-\$2,000**
- 17.3% G. \$2,001-\$3,000**
- 13.5% H. \$3,001-\$5,000
- 5.8% I. \$5,001-\$6,000
- 0.0% J. Over \$6,000

**Q26.** With the final transition of the PPACA (ACA) in 2015, which of the following statements are the most correct for your organization?

- 9.6% A. We will be offering health insurance benefits to a larger employee population than we were in 2014
- 88.5% B. We will be offering health insurance benefits to a similar employee population than we were in 2014**
- 1.9% C. We will be offering health insurance benefits to a smaller employee population than we were in 2014
- 0.0% D. We will not be offering health insurance benefits in 2014 and plan to pay fines and penalties, if applicable

**Q27.** Select as many of the following statements that are true, due to the PPACA (ACA)...

- 11.5% A. We are projecting that the ACA will have little to no new cost impact on our organization
- 67.3% B. We are projecting that the ACA will have some new cost impact on our organization**
- 15.4% C. We are projecting that the ACA will have significant new cost impact on our organization
- 5.8% D. As of yet, we have not modeled the potential cost impact of the ACA
- 9.6% E. The ACA is not going to create significant administrative burden on our organization
- 50.0% F. The ACA is going to create some administrative burden on our organization**
- 9.6% G. The ACA is going to create significant administrative burden on our organization
- 34.6% H. We are not planning to change our health plan designs significantly due to the ACA
- 28.8% I. We will have to make some plan design changes to comply or afford the ACA
- 1.9% J. We are going to make significant plan design changes due to the ACA
- 5.8% K. We haven't really considered health plan benefit levels for 2015
- 100.0%

**Q28.** My organization is planning the following staffing changes and/or adjustments in order to comply with the ACA (select all the apply)

- 65.4% A. Closer monitoring of part-time employee work hours**
- 28.8% B. hiring more part-time employees
- 3.8% C. Use less part-time employees
- 1.9% D. Hiring more full-time employees
- 3.8% E. Use less full-time employees
- 40.4% F. Measure Seasonal Employees**
- 28.8% G. Measure Variable Employees
- 30.8% H. Not Applicable, we are not making any planned staffing changes or are not offering a health plan in 2015



## 2014 Utah Employee Benefit Study

Q29. In regards to offering a health plan to our employees in the new ACA rules regulations our planned strategy most closely matches the following: (pick one)

- 82.0% **A. We will try to preserve our current health plan benefits and employee cost sharing as much as possible**  
 0.0% B. Will plan to discontinue offering a health plan and will pay the fines and penalties. If applicable  
 18.0% C. We will still offer a health plan with the intent to comply, but at a reduced benefit and employer premium Contribution

Q30. Which of the following does your company offer? (Select all that apply)

- 57.7% **A. Health Savings Account (HSA) with flat dollar employer contribution**  
 1.9% B. HSA with employer contribution based on a matching provision  
 5.8% C. HSA without employer contribution  
 3.8% D. HSA as an option under a defined contribution arrangement  
 13.5% E. Health Reimbursement Arrangement (HRA)  
 30.8% F. Not applicable, we offer neither HSA nor HRA options

Q31. If applicable, how much **annual employer funding** is provided toward the HSA or HRA assuming that an employee maximizes any matching provision? (Choose the most precise answer in each category)

### Single Coverage

- 30.8% A. N/A, we have no HSA or HRA  
 5.8% B. \$0 funded by employer  
 5.8% C. \$500 or less  
 38.5% **D. \$501 - \$1,000**  
 11.5% E. \$1,001 - \$2,000  
 1.9% F. \$2,001 - \$3,000  
 3.8% G. \$3,001 - \$4,000  
 0.0% H. More than \$4,000  
 0.0% I. Federal Maximum Contribution  
 J. Employee's choice based on  
 1.9% defined contribution allowance

### Family Coverage

- 30.8% A. N/A, we have no HSA or HRA  
 5.8% B. \$0 funded by employer  
 1.9% C. \$500 or less  
 11.5% D. \$501 - \$1,000  
 36.5% **E. \$1,001 - \$2,000**  
 7.7% F. \$2,001 - \$3,000  
 1.9% G. \$3,001 - \$4,000  
 1.9% H. More than \$4,000  
 0.0% I. Federal Maximum Contribution  
 J. Employee's choice based on defined  
 1.9% contribution allowance

Q32. If you offer a financial incentive to employees who **waive coverage on the group medical plan**, how much do you offer per month? (Select one in each category)

### Exempt Employees

- 61.5% A. Not applicable  
 1.9% B. \$1-100  
 11.5% **C. \$101-200**  
 11.5% **D. \$201-300**  
 7.7% E. \$301-500  
 3.8% F. \$501-750  
 1.9% G. \$751-1,000  
 0.0% H. Over \$1,000

### Non-exempt Employees

- 63.5% A. Not applicable  
 1.9% B. \$1-100  
 9.6% C. \$101-200  
 11.5% **D. \$201-300**  
 7.7% E. \$301-500  
 3.8% F. \$501-750  
 1.9% G. \$751-1,000  
 0.0% H. Over \$1,000

Q33. If you offer a financial incentive to employees who **waive coverage** on the group medical plan, in what ways may they receive the benefit? (Select all that apply)

- 61.5% A. Not applicable, we offer no benefit to waive coverage  
 26.9% **B. Employee may receive the benefit as taxable income**  
 1.9% C. Employee may use the benefit to purchase other group insurance  
 9.6% D. Employee may use the benefit to fund a flexible spending or health savings account  
 19.2% E. Employee may use the benefit to fund a retirement account  
 0.0% F. Other

Q34. Does your company allow employees who have **waived** your group medical insurance to withhold pre-tax dollars from payroll to reimburse **non-employer paid, non-group, individually-owned** medical insurance through your company's Section 125 cafeteria plan?

- 80.8% **A. No**  
 15.4% B. Yes, but only for benefit-eligible employees  
 1.9% C. Yes, but only for employees that are not eligible for our group health insurance  
 1.9% D. Yes, for any employee

## Section 5: Ancillary Benefits

Q35. What is the **maximum annual employee election** amount allowed on your **health** Flexible Spending Account?

- 28.8% A. None, offer no health FSA  
 0.0% B. Less than \$1000  
 3.8% C. \$1,000 - \$1,999  
 63.5% **D. \$2,000 - \$2,500**  
 3.8% E. \$2,501 - \$4,999  
 0.0% F. \$5,000

## 2014 Utah Employee Benefit Study

Q36. What is the maximum annual benefit (per person) on your **most comprehensive dental plan**?

- |                                |    |                                   |
|--------------------------------|----|-----------------------------------|
| 1.9% A. We have no dental plan | 26 | 50.0% E. \$1,201- \$1,500         |
| 0.0% B. \$0-500                | 10 | 19.2% F. \$1,501- \$2,000         |
| 5.8% C. \$501- \$1,000         | 8  | 15.4% G. Over \$2,000             |
| 5.8% D. \$1,001- \$1,200       | 1  | 1.9% H. No annual maximum benefit |

Q37. What percentage of the **total dental insurance premium** is paid by the employer on your least expensive plan?

(Select one in each category)

### Single Rate

- 1.9% A. We have no dental plan  
 13.5% B. \$0, plan is 100% employee paid  
 0.0% C. Less than 50%  
 7.7% D. 50-65%  
 13.5% E. 66-80%  
 19.2% F. 81-94%  
 1.9% G. 95-99%  
**38.5% H. 100%**  
 3.8% I. Employee may purchase with defined contribution allowance

### Family Rate

- 1.9% A. We have no dental plan  
 15.4% B. \$0, plan is 100% employee paid  
 1.9% C. Less than 50%  
 9.6% D. 50-65%  
 15.4% E. 66-80%  
 23.1% F. 81-94%  
 1.9% G. 95-99%  
**26.9% H. 100%**  
 3.7% I. Employee may purchase with defined contribution allowance

Q38. How much **employer-paid life insurance** is provided by your company? (Select the most correct answer in each category)

### Employee

- 3.8% A. Not applicable  
 3.8% B. \$5,000 or less  
 3.8% C. \$5,001- \$10,000  
 15.4% D. \$10,001-25,000  
**40.4% E. \$25,001 - \$50,000**  
 13.5% F. \$50,001 - \$100,000  
 3.8% G. Flat dollar amount > \$100,000  
 3.8% H. 1X annual salary  
 1.9% I. 2X annual salary  
 9.3% J. Multiple of salary greater than 2X

### Spouse

- 30.8% A. Not applicable  
 15.4% B. \$5,000 or less  
**36.5% C. \$5,001- \$10,000**  
 15.4% D. \$10,001-25,000  
 1.9% E. \$25,001 - \$50,000  
 0.0% F. \$50,001 - \$100,000  
 0.0% G. Flat dollar amount > \$100,000  
 0.0% H. 1X annual salary  
 0.0% I. 2X annual salary  
 0.0% J. Multiple of salary greater than 2X

### Children

- 32.7% A. Not applicable  
**40.4% B. \$5,000 or less**  
 25.0% C. \$5,001- \$10,000  
 1.9% D. \$10,001-25,000  
 0.0% E. \$25,001 - \$50,000

### Children

- 0.0% F. \$50,001 - \$100,000  
 0.0% G. Flat dollar amount > \$100,000  
 0.0% H. 1X annual salary  
 0.0% I. 2X annual salary  
 0.0% J. Multiple of salary greater than 2X

Q39. Which does your group life insurance plan offer?

- 92.3% A. Accidental Death & Dismemberment insurance coverage**  
 76.9% B. Employee-paid supplemental group life coverage  
 3.8% C. Neither is applicable

Q40. What type of **group disability plans** are offered by your company, not including non-group ancillary coverage through vendors like Aflac or Colonial Life? (Select all that apply)

- 13.5% A. None  
 23.1% B. Voluntary 100% employee paid short-term disability  
 3.8% C. Partially employer paid short-term disability  
 17.3% D. 100% employer paid short-term disability  
 9.6% E. Voluntary 100% employee paid long-term disability  
 1.9% F. Partially employer paid long-term disability  
**75.0% G. 100% employer paid long-term disability**



## 2014 Utah Employee Benefit Study

Q41. If you offer a stand-alone **vision plan**, who pays the premium?

- 25.0% A. Not applicable
- 46.2% B. Employee pays 100% of the premium**
- 17.3% C. Employer and employee each pay a portion of the premium
- 9.6% D. Employer pays 100% of the premium
- 1.9% E. Employee may purchase vision with the defined contribution allowance

Q42. Which **worksite voluntary products** do you offer by payroll deduction through vendors like Aflac or Colonial Life?

(Select all that apply)

- 21.2% A. Not applicable
- 53.8% B. Accident Only**
- 25.0% C. Voluntary non-group disability
- 55.8% D. Hospital indemnity / bridge plan**
- 50.0% E. Cancer
- 34.6% F. Voluntary non-group life
- 7.7% G. Voluntary non-group dental
- 9.6% H. Voluntary non-group vision
- 57.7% I. Critical illness**

### Section 6: Tuition & Wellness

Q43. If your company offers tuition reimbursement, which employees are eligible? (Select all that apply)

- 36.5% A. None, we offer no tuition plan
- 61.5% B. Executives**
- 59.6% C. Mid-level managers**
- 57.7% D. Certified professionals
- 17.3% E. Sales personnel
- 59.6% F. Clerical**
- 59.6% G. Skilled labor**
- 46.2% H. Non-skilled labor

Q44. If your company offers tuition reimbursement, what types of courses are eligible? (Select all that apply)

- 38.5% A. Not applicable
- 57.7% B. Industry-related courses**
- 21.2% C. Non-industry courses

Q45. What type of **wellness initiatives** are offered at your company? (Select all that apply)

- 19.2% A. None
- 44.2% B. Smoking cessation
- 44.2% C. Health Education Courses
- 65.4% D. Testing for biometrics (height, weight, blood pressure, cholesterol)**
- 53.8% E. Health risk assessments (health history questionnaire)
- 28.8% F. Tracking of biometric improvement
- 42.3% G. Weight loss programs
- 71.2% H. Flu shot clinic**
- 61.5% I. Employee Assistance Program (EAP)**
- 38.5% J. Exercise programs or competitions that track results
- 5.8% K. Other, please specify

Q46. If your company offers **financial incentives** for participation in wellness initiatives, what types of incentives are offered? (Select all that apply)

- 44.2% A. Not applicable**
- 34.6% B. Cash**
- 25.0% C. Prizes
- 15.4% D. Gift cards
- 5.8% E. Paid fitness club membership
- 5.8% F. Additional HSA or HRA contributions
- 7.7% G. Employee discounts on insurance premiums
- 3.8% H. Extra paid leave
- 1.9% I. Other, please specify

**Lindon City Compensation Study – New Performance Evaluation Forms; Various benefit comparison findings**

*See attached documents.*



## Lindon City – Performance Evaluation Report

Employee Name		Title/Department	Date
Rating	Description		
*1	<b>Disruptive</b>	Performance hinders the achievement of organizational goals and/or disrupts the work of others.	
*2	<b>Unsatisfactory</b>	Performance consistently fails to meet minimum position requirements; employee may lack skills and training necessary to perform adequately.	
*3	<b>Inconsistent</b>	Performance regularly fails to meet minimum position requirements; employee may lack the skills and training necessary to perform adequately.	
4	<b>Somewhat Inconsistent</b>	Performance occasionally fails to meet minimum position requirements; employee may lack the skills and training necessary to perform adequately.	
5	<b>Somewhat Proficient</b>	Performance consistently meets position requirements at a minimum level.	
6	<b>Proficient</b>	Performance consistently meets position requirements at an adequate or expected level.	
7	<b>Effective</b>	Performance consistently meets position requirements at a high level.	
*8	<b>Highly Effective</b>	Performance meets position requirements at a high level <b>AND</b> frequently <b>EXCEEDS</b> position requirements. Very effective team member.	
*9	<b>Outstanding</b>	Performance is consistently superior <b>AND</b> frequently <b>EXCEEDS</b> position requirements and goals. An outstanding team leader that others frequently look to as an example in his/her job.	
*10	<b>Exceptional</b>	Performance is consistently superior <b>AND</b> consistently <b>EXCEEDS</b> position requirements and goals. Consistently considered the Most Valuable Player (MVP) in his/her job.	
<p><i>*Employees given 3 or lower, or an 8 or higher, on any of the criteria below must include supervisor comments as to why the employee deserves such a score. Blank or insufficient comments on these scores are unacceptable. Include additional pages for comments as necessary. If needed, contact the Personnel Director for additional clarification.</i></p>			
			<b>Rating 1-10</b>
<b>Knowledge of Job</b> <i>A clear understanding of the job duties, why it must be done, and how it is to be done.</i>			
Comments			
<b>Dependability</b> <i>Conscientiousness; consistency; reliability; trustworthiness; ability to work under stress; punctuality.</i>			
Comments			
<b>Judgment</b> <i>Ability to garner facts and arrive at a sound conclusion; ability to make good decisions; prioritizes tasks appropriately; problem solver.</i>			
Comments			
<b>Communication</b> <i>Communicates effectively with supervisors, peers, and/or customers; Communication contributes to a positive working environment that uplifts and motivates other employees; Responds appropriately in various situations.</i>			
Comments			
<b>Initiative</b> <i>Earnestness in seeking increased responsibilities; self-starter; not afraid to proceed alone; Ability to set and achieve goals; Seeks to improve self and others; desires improved performance.</i>			
Comments			

		<b>Rating 1-10</b>
<b>Attitude and Cooperation</b> <i>Ability and willingness to work with associates, supervisors, and subordinates towards City goals; teamwork oriented efforts that uplift and strengthen other employees' attitudes, skills, and abilities to achieve City and personal goals; enthusiasm towards projects; desire to make the City better; strives to gain and maintain the public's trust.</i>		
Comments		
<b>Quality of Work</b> <i>Accuracy; thoroughness; neatness; promptness; acceptability of work; takes pride in work product outcome; improves job duty processes to achieve better results.</i>		
Comments		
<b>Quantity of Work</b> <i>Volume of acceptable work under normal conditions; ability to take on and satisfactorily complete additional tasks or projects.</i>		
Comments		
<b>Management of Risks and Potential Liabilities</b> <i>Conscious of own safety and that of others; aware of potential liabilities; seeks ways to improve safe work environments, decrease risk, and avoid liabilities.</i>		
Comments		

<b>Additional performance competencies for employees with supervisory responsibilities.</b>		
		<b>Rating 1-10</b>
<b>Leadership</b> <i>Effective in motivating others; elicits respect from others; assertive and self-confident; accepts responsibility for self and behavior of subordinates; seeks ways to strengthen skills, abilities, and positive character traits in others; promotes cooperation and team-building.</i>		
Comments		
<b>Personnel Management</b> <i>Delegates authority and responsibility appropriately; Evaluates employee performance accurately and in a timely manner; Provides effective ways to improve employee skills, attitudes, and abilities; Maintains open and approachable manner; Seeks ways to make others look good in their jobs.</i>		
Comments		

<b>Additional performance competencies for Department Heads.</b>		
		<b>Rating 1-10</b>
<b>Budget</b> <i>Prepares budget based on needs of City; Manages expenditures within budget priorities; Makes budget recommendations for improvement of City operations; Seeks to decrease expenditures while increasing services.</i>		
Comments		

Table of Evaluation Scores and Merit Percent	
Final Score	Merit Percent
9 or higher	100%
8 – 8.9	90%
7 – 7.9	80%
*6 – 6.9	70%
4 – 5.9	No Merit
1 – 3.9	Probation
*Range steps 1-5 must score 6.0 or higher for full merit.	

Add up the above ratings and place the total on the line below.

**Total Rating Score** \_\_\_\_\_

**Number of Criteria** \_\_\_\_\_

(Divide Total Rating Score by Number of Criteria. Round to nearest tenth.)

**Final Score** \_\_\_\_\_



## Performance Summary

1. List aspects of employee's performance that contribute to his or her effectiveness.
2. List aspects of employee's performance that require improvement for greater effectiveness.
3. In what ways is the employee ready for increased responsibility? What additional training will he/she need to be successful?

## Goal Setting and Development Planning

---

4. List the employee's job performance goals for the coming year:
5. How do these align with departmental or City goals?
6. List the employee's personal development goals for the coming year:
7. In the coming year, how will you provide guidance and assistance for the employee to accomplish his/her goals?

**This annual performance review will become part of your Lindon City personnel file. Please sign below to acknowledge that you have received this document.**

Employee Signature:	Date:
Supervisor Signature:	Date:
*Personnel Director Signature:	Date:
**Mayor or City Council Member Signature:	Date:

*\*Signature required for any employee scored with a 3 or lower, or an 8 or higher.*

*\*\*Signature required for City Administrator and Department Heads.*

### Evaluator Instructions

- Attach a current position description; if applicable, make note of any significant changes since last year's performance review.
- If performance goals were set at the last performance review, attach a copy of these goals and comment on the progress.
- Submit this Performance Evaluation Report and all applicable attachments to the Personnel Director.

## Mid-Year Employee Evaluation

*To be completed by Employee and reviewed with Supervisor. Use the back of this page if needed.*

### Job Description

Attach a current job description. If applicable, make note of any significant changes to your job duties since your last performance review 6-months ago.

As listed in your job description, list the 3-5 tasks you most prefer to do:

What tasks do you regularly perform that are not included in your job description?

### Accomplishments

Looking back on the past 6 months, list 1-2 of your most significant achievements:

Since your last review, have you performed any new tasks or additional duties outside the scope of your regular responsibilities? If so, please specify.

### Goal Setting

List your job performance and personal development goals from 6 months ago:

Job Performance Goals	Personal Development Goals

Please describe the progress you have made on these goals:

If applicable, please list any additional goals you would like to achieve before your next performance evaluation in 6 months:

Job Performance Goals	Personal Development Goals

In what ways can your supervisor/manager support you in doing your job better and accomplishing your goals?

Employee Signature:	Date:
Supervisor Signature:	Date:

City	URS Type	URS Contribution Percentage	401(k), 457, or Other Retirement Account Offered by the City?	Does the City Require a Match?	Amount City Contributes or Matches to 401(k)?	Insurance Type	Insurance Name	City's Health Insurance Premium Coverage Percent	Employee Health Insurance Contribution Percentage	Are there any incentives to incentivize not taking insurance?	Notes
Lehi	Non-Contributory	Mostly Tier 1 - 18.47%	Yes. Offered through URS or ICMA.	No	0%	N/A	N/A	100%	0%	up to \$425	
Saratoga Springs	Contributory	Mostly Tier 1 - 14.46%	Yes. Offered through URS or ICMA. The City opts out of Social Security, and contributes 6.2% to 401(k).	No	6.2% in lieu of Social Security	N/A	N/A	90%	10%	\$250/month to 401(k) unless retired. If retired it goes to their paycheck.	
Springville	Non-Contributory	Mostly Tier 1 - 18.47%	Yes. Offered through ICMA.	Yes	2%	N/A	N/A	87%	13%	\$3500/yr to 401(k) or HSA paid every two weeks in increments.	
Pleasant Grove	Non-Contributory	Mostly Tier 1 - 18.47%	Yes. Offered through John Hancock.	No	0%	Traditional HDHP with HSA	Select Med Plus Select Value Select Med Plus HSA Plan <i>HSA Contribution</i> <i>Single</i> <i>Two-Party</i> <i>Family</i>	94.60% 100% 100% \$37/month \$75/month \$100/month	5.40% 0% 0%	No	
Payson	Non-Contributory	Mostly Tier 1 - 18.47%	Yes. Offered through ICMA and URS.	No	0%	Traditional HDHP with HSA  <i>Dental</i> <i>Vision</i> <i>Life</i>	PEHP PEHP <i>HSA Contribution</i> <i>Family</i>  PEHP Utah Local Govts Trust Utah Local Govts Trust	94% 94% \$2000/year 50% 75% 100%	6% 6%  50% 25% 0%	Offer half of premium for medical only - \$229/check(bi-weekly) family - \$310.47/check.	The HSA/High Deductible has a deductible of \$3000 per family, and Payson contributes \$2000 of that. The Traditional Plan has a \$1000 deductible per family.
Bluffdale	Contributory	Mostly Tier 1 - 14.46%	Yes. Offered through URS.	No	6.2% in lieu of Social Security	HDHP with HSA	N/A	80%	20%	They get the same amount as they would for an HSA, (1500/year)	
Santaquin	Non-Contributory	Mostly Tier 1 - 18.47%	Yes. Offered through URS.	No	0%	Traditional	Select Med	100%	0%	Family: \$500/month; Single: \$250/month	The City gives each employee with dependents 21 and over \$100.00 per month per dependent. They can either buy the insurance through the city and pay the difference through payroll deduction or they can keep the \$100.00 per dependent if the dependent is covered elsewhere (spouse or ex-spouse plan, federal exchange, dependents employer, etc.).
Mapleton	Non-Contributory	Mostly Tier 1 - 18.47%	Yes. Offered through URS.	No	0%	Traditional  <i>Dental</i>	N/A  N/A	90%  100%	10%  0%	If full-time, they get \$2 more per hour, if less then its prorated based on their hours	
American Fork	Non-Contributory	Mostly Tier 1 - 18.47%	Yes. Offered through First West.	No	Tier 1 only - 2.39%	Traditional HDHP with HSA	Select Med Plus Select Value Select Med Plus HSA <i>HSA Contribution</i> <i>Single</i> <i>Family</i>	95% 100% 100% \$78.50/month \$138/month	5% 0% 0%	No	
Spanish Fork	Non-Contributory	Mostly Tier 1 - 18.47%	Yes. Offered through URS for Tier 2 employees.	No	0%	Traditional HDHP with HSA	Select Med Plus Select Med Plus Healthsave <i>HSA Contribution</i> <i>Family &amp; Single</i>	90% 100% Match up to \$1600/year, payable in January & July.	10% 0%	\$187.06/paycheck biweekly	
Herriman	Non-Contributory	70% Tier 1 - 18.47%; 30% Tier 2 - 10.00%	Yes. Offered through URS.	Yes	3.50%	HDHP with HSA	N/A <i>HSA Contribution</i> <i>Single</i> <i>Family</i>	80% \$1500/year* \$3000/year*	20%	No	*Paid in increments once a month.
Lindon	Non-Contributory	Mostly Tier 1 - 18.47%	Yes. Offered through URS.	No	4.50%	Traditional HDHP with HSA	PEHP Traditional PEHP Star <i>HSA Contribution</i>	100% (*Allowance System) *Allowance System	0% (*Allowance System)	Employed prior to 7-1-07: \$1,224.79/month; Employed after 7-1-07: \$500.00/month	*Employees are given \$1,450.93/month as an allowance to use on medical, dental, vision, etc. Any excess amounts left over in the allowance after coverages have been selected are contributed to the employee's 401(k) or HSA.

FirstWest Benefits - 2014 Benefit Survey w/56 Government Sector respondents. What percentage of the total medical insurance premium is paid by the employer on your least expensive plan?

Family Rate:  
0.0% A. We have no medical plan  
0.0% B. We offer no defind contribution in the Utah Health Exchange  
5.8% C. Less than 50%  
5.8% D. 50-65%  
9.6% E. 66-80%  
28.8% F. 81-94%  
7.7% G. 95-99%  
42.3% H. 100%



**Insurance Opt-out (Waiver) 2014**

City	Opt-out payment option? Yes/No	Opt-out Dollar amount per month	Opt-out % of premium / month	Opt-out yearly payment
Lindon	yes	\$500 / \$1,224.79		
Pleasant View	yes	\$ 715.00		
Midvale	yes	\$ 318.00		
Cottonwood Heights	yes	Single-coverage premium amount		
Provo	yes	184.62, Single 369.24, Family		
Lehi	yes	Up to 425 (less for double/single)		
Clearfield	yes	\$ 125.00		
Richfield	yes	\$ 300.00		
Saratoga Springs	yes	\$ 250.00		
Santaquin	yes	500 family 250 single		
West Jordan	yes	\$ 200.00		
Payson	yes	620 (family plan)	50%	
Monticello	yes	?	65%	
Heber	yes	?	50%	
Spanish Fork	yes	\$ 374.00		
Highland	yes	?	50% HSA	
Springville	yes	292(monthly equiv)		3,500
Bluffdale	yes	125(monthly equiv)		1,500
South Ogden	yes	83(monthly equiv)		1,000
Sandy	yes	104(monthly equiv)		1,250 insurance credit
Mapleton	yes	\$2 more per hour, full-time empl		
Herriman	no			
American Fork	no			
Roosevelt	no			
Washington Terrace	no			
Orem	no			
Pleasant Grove	no			
West Valley	no			
Layton	no			
Salt Lake City	no			
Murray	no			
Tremonton	no			

Average of those that reported specific dollar amounts (16) = **\$331.25**

# Lindon City Compensation Study - 2014

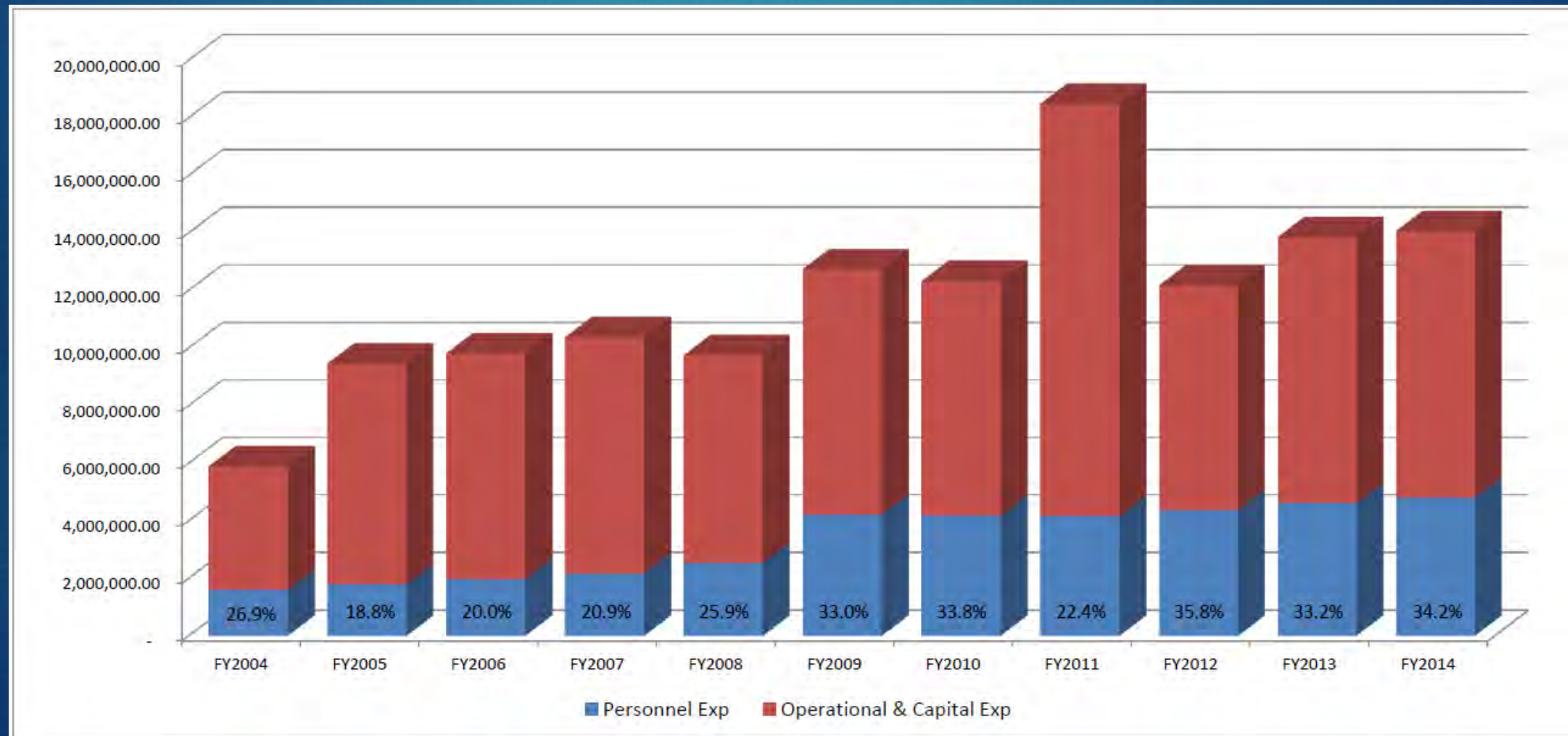
PRELIMINARY FINDINGS

OCT / NOV 2014

# Why are we doing this?

## What are we trying to accomplish?

Current compensation trend is not sustainable. Total employee compensation (wages & benefits) is 1/3 of total expenditures and growing.





# City-wide financial constraints

The City Council has made cuts to services and increases in fees to many areas in order to decrease costs.

## Impacts to Residents & Businesses

- ▶ Increased utility rates
- ▶ Increased fees
- ▶ Postponed capital improvement projects (streets, parks, utility replacements, etc)
- ▶ Decreased services (library card reimbursements, dump passes, citizen committees, etc.)
- ▶ Decreased funding for department equipment & projects
- ▶ Decreased misc items:
  - ▶ Employee recognition (parties)
  - ▶ Uniform reimbursement



# GOALS

## Goal #1: Update merit pay & performance system

- ▶ Reward better performance
- ▶ Increase employee productivity
- ▶ Improve supervisor/employee communication
- ▶ Reduce financial impact on City

## Goal #2: Perform total compensation study

- ▶ Evaluate all wages & benefits
- ▶ Maintain competitive benefit package
- ▶ Reduce financial impact on City

# 2014-15 Total Benefits

- Insurance: \$1,450.93 / mo (medical, dental, supplementary)
  - Employees not electing insurance and employed prior to July 1, 2007 = \$1,224.79
  - Employees not electing insurance and employed after July 1, 2007 = \$500
- City paid Life & Disability Insurance: ~\$25 to \$40 / mo
- URS retirement / pension plan
  - Tier 1 (City pays 18.47% of wages for regular employee; 34.04% of wages for police)
  - Tier 2 (16.72%; 23.83% police)
- 401k contribution: 4.5% of salary paid by city (no match required)
- 11 paid holidays + 1 personal day
- Vacation: 2 weeks/yr (after first year) + additional time for longer employment
- Sick Leave Buy-back after 500 hrs
- Workers Comp, FICA (Social Security)
- Differential Pay (pay for extra professional certifications not required for job)

# 2014-15 Total Benefits (cont.)

- Tuition reimbursement as approved
- Clothing Reimbursement as approved: \$75/year (PW, Parks, Bldg Insp)
- City Purchased Work Uniforms and Equipment
- Overtime / comp time as approved
  - On-call & call-out wages
- Personal use of work vehicle (police, on-call, PW Director)
- Personal use of city-issued Cell Phones / Tablets / Lap tops / Desk top computers
- Travel & Training reimbursement
- Fringe Benefits:
  - Fitness Room access at Community Center
  - 4 free facility rentals per year (park pavilions, Vet Hall, Community Center)
  - Aquatics Center Passes
  - Good work environment (clean & safe offices, good facilities, good equipment, etc.)



## COST OF BENEFITS

### Benefit Allowance

If electing medical insurance	\$ 1,450.93
If not electing medical insurance and hired	
Prior to 7/1/2007	\$ 1,224.79
After to 7/1/2007	\$ 500.00

<b>Life Insurance</b>	<b>\$ 13.16</b>
-----------------------	-----------------

The benefits listed below are paid as a percentage of wages.  
The amounts shown are per \$1,000 of wages.

### Retirement

Local government employees	\$ 184.70
Public safety employees	\$ 340.40

<b>401k or 457</b>	<b>\$ 45.00</b>
--------------------	-----------------

<b>Long Term Disability</b>	<b>\$ 5.00</b>
-----------------------------	----------------

### Workers Compensation

Streets employees	\$ 24.70
Municipal employees	\$ 22.10
Clerical employees	\$ 1.90

<b>Medicare &amp; Social Security</b>	<b>\$ 76.50</b>
---------------------------------------	-----------------

<b>Total annual cost of benefits for a municipal employee with medical insurance earning \$35,000 in wages</b>	<b><u>\$ 29,234.58</u></b>
--	----------------------------

# Areas of Potential Change

- ▶ Merit pay system
- ▶ Current = 16 steps
- ▶ Proposed =  
5 steps to mid-point,  
then more performance  
based standards on merit  
to reach High-point on  
range.

Range	Step 1	Step 2	Step 3	Step 4	Mid	High	Range
1	8.60	9.08	9.58	10.11	10.74	12.88	1
2	9.08	9.58	10.11	10.67	11.34	13.59	2
3	9.58	10.11	10.67	11.26	11.96	14.34	3
4	10.11	10.67	11.26	11.87	12.63	15.14	4
5	10.67	11.26	11.87	12.53	13.32	15.97	5
6	11.26	11.87	12.53	13.22	14.06	16.86	6
7	11.87	12.53	13.22	13.96	14.84	17.80	7
8	12.53	13.22	13.96	14.73	15.66	18.78	8
9	13.22	13.96	14.73	15.55	16.51	19.80	9
10	13.96	14.73	15.55	16.41	17.43	20.90	10
11	14.73	15.55	16.41	17.32	18.40	22.06	11
12	15.55	16.41	17.32	18.28	19.42	23.29	12
13	16.41	17.32	18.28	19.28	20.49	24.57	13
14	17.32	18.28	19.28	20.34	21.63	25.93	14
15	18.28	19.28	20.34	21.49	22.83	27.37	15
16	19.28	20.34	21.49	22.66	24.09	28.89	16
17	20.34	21.49	22.66	23.92	25.41	30.48	17
18	21.49	22.66	23.92	25.24	26.83	32.16	18
19	22.66	23.92	25.24	26.64	28.31	33.95	19
20	23.92	25.24	26.64	28.12	29.88	35.83	20
21	25.24	26.64	28.12	29.68	31.53	37.81	21
22	26.64	28.12	29.68	31.32	33.27	39.90	22
23	28.12	29.68	31.32	33.05	35.12	42.11	23
24	29.68	31.32	33.05	34.88	37.07	44.45	24
25	31.32	33.05	34.88	36.81	39.11	46.90	25
26	33.05	34.88	36.81	38.85	41.28	49.50	26
27	34.88	36.81	38.85	40.99	43.56	52.24	27
28	36.81	38.85	40.99	43.27	45.97	55.13	28
29	38.85	40.99	43.27	45.65	48.52	58.18	29
30	40.99	43.27	45.65	48.19	51.20	61.41	30
31	43.27	45.65	48.19	50.86	54.03	64.79	31
32	45.65	48.19	50.86	53.67	57.02	68.39	32
33	48.19	50.86	53.67	56.63	60.19	72.18	33
34	50.86	53.67	56.63	59.78	63.52	76.17	34
35	53.67	56.63	59.78	63.08	67.03	80.38	35
Range	Step 1	Step 2	Step 3	Step 4	Mid	High	Range

## New Range 1a

Range	Step 1a	Step 1b	Step 1c	Range
1a	7.25	7.70	8.15	1a

# Areas of Potential Change

(Based on benefit comparisons & estimated savings)

- ▶ Merit pay system.
  - ▶ Update chart and evaluation forms / processes
- ▶ 401k
  - ▶ Decrease? Required match?
- ▶ Defined benefit for Insurance
  - ▶ Reduce or discontinue?
  - ▶ Employee participation for Health Insurance?
- ▶ Payment in lieu of Insurance
  - ▶ Reduce or discontinue?

**Lindon City Compensation Study – Wage Study: Position specific comparison findings**

*See attached documents.*



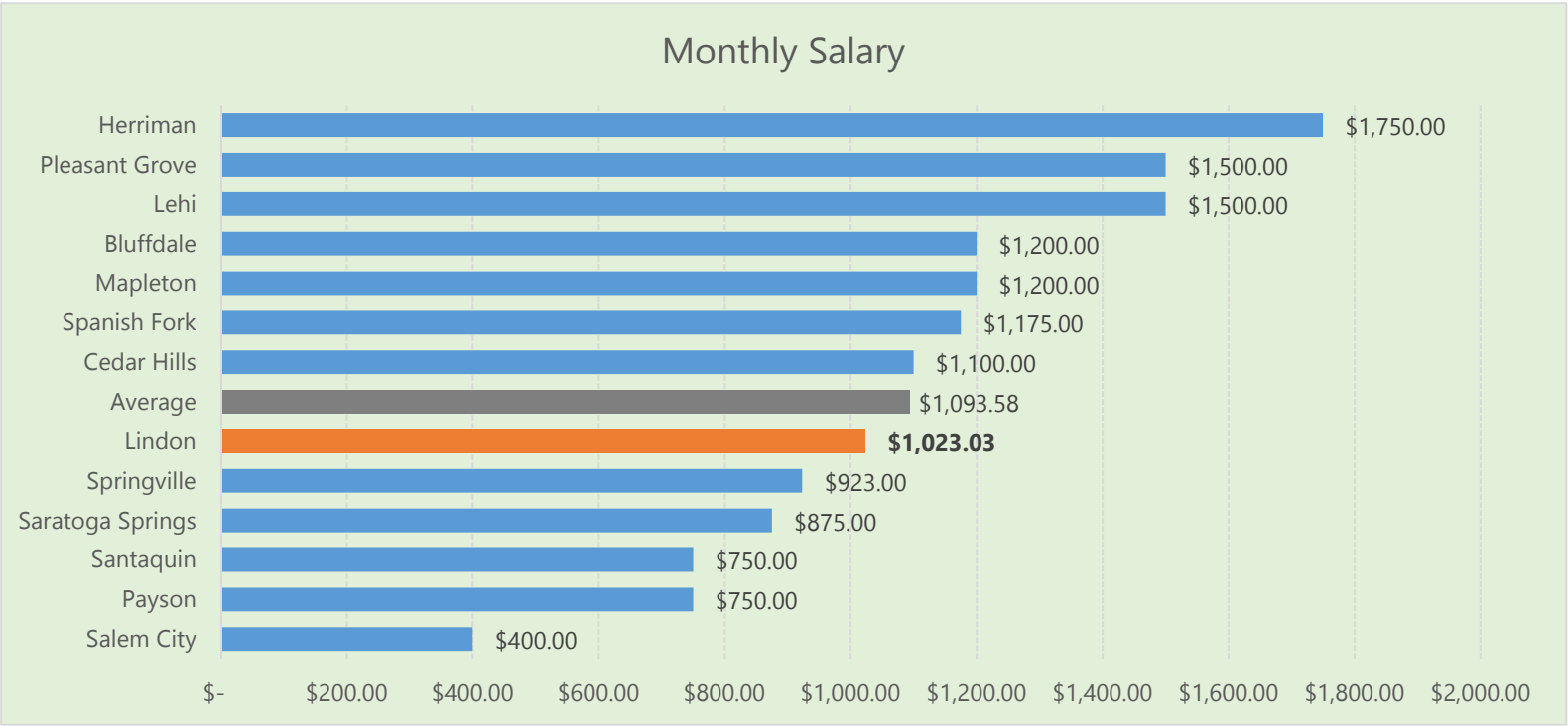
Position	Full or Part Time	Median			Average			Actual to Median	
		Market Range Median	Lindon Range Median	Range Median Percent Difference	Market Salary Average	Lindon Salary Average	Market Average Percent Difference	Salary Percent Difference From Market Range Median	
<a href="#">Mayor</a>	PT				\$ 1,093.58	\$ 1,023.03	-6.90%		
<a href="#">City Council</a>	PT				\$ 590.13	\$ 601.79	1.94%		
<a href="#">Utility Billing</a>	FT	\$34,843	\$38,262	8.94%	\$36,666	\$39,603	7.42%		12.02%
<a href="#">Administrative Professional</a>	FT	\$44,919	\$44,980	0.14%	\$45,040	\$43,472	-3.61%		-3.33%
<a href="#">Administrative Secretary</a>	FT	\$40,378	\$40,394	0.04%	\$39,296	\$48,443	18.88%		16.65%
<a href="#">Associate Planner</a>	FT	\$49,373	\$52,853	6.58%	\$54,414	\$43,472	-25.17%		-13.57%
<a href="#">Building Inspector/Code Enforcement</a>	FT	\$50,265	\$52,853	4.90%	\$57,284	\$56,930	-0.62%		11.71%
<a href="#">Chief Building Official</a>	FT	\$64,755	\$73,039	11.34%	\$75,158	\$87,589	14.19%		26.07%
<a href="#">City Administrator</a>	FT	\$112,616	\$112,382	-0.21%	\$117,496	\$111,634	-5.25%		-0.88%
<a href="#">Clerk I</a>	PT	\$15.05	\$15.66	3.86%	\$14.17	\$13.11	-8.07%		-14.78%
<a href="#">Clerk II</a>	FT	\$38,340	\$38,262	-0.20%	\$37,362	\$32,344	-15.51%		-18.54%
<a href="#">Court Clerk</a>	FT	\$40,268	\$42,619	5.52%	\$41,315	\$35,069	-17.81%		-14.82%
<a href="#">Crossing Guard</a>	PT	\$9.47	\$10.74	11.85%	\$7.98	\$9.34	14.59%		-1.37%
<a href="#">Public Works Director</a>	FT	\$91,362	\$90,605	-0.84%	\$89,190	\$108,659	17.92%		15.92%
<a href="#">Equipment Operator</a>	FT	\$37,750	\$42,619	11.42%	\$34,786	\$48,443	28.19%		22.07%
<a href="#">Finance Director</a>	FT	\$91,893	\$85,852	-7.04%	\$98,115	\$80,808	-21.42%		-13.72%
<a href="#">Lifeguard</a>	PT	\$9.83	\$7.60	-29.35%	\$8.72	\$7.60	-14.74%		-29.35%
<a href="#">Parks &amp; Rec Director</a>	FT	\$73,589	\$81,349	9.54%	\$76,013	\$70,616	-7.64%		-4.21%
<a href="#">Parks Maintenance Technician</a>	FT	\$44,193	\$42,619	-3.69%	\$42,324	\$38,022	-11.32%		-16.23%
<a href="#">Parks Superintendent</a>	FT	\$57,704	\$52,853	-9.18%	\$55,294	\$53,934	-2.52%		-6.99%
<a href="#">Patrol Officer</a>	FT	\$49,261	\$52,852	6.79%	\$47,795	\$58,829	18.76%		16.26%
<a href="#">Planning &amp; Economic Director</a>	FT	\$84,820	\$85,852	1.20%	\$88,509	\$72,550	-22.00%		-16.91%
<a href="#">Police Chief</a>	FT	\$92,404	\$90,604	-1.99%	\$96,924	\$105,789	8.38%		12.65%
<a href="#">Police Secretary</a>	FT	\$35,924	\$34,341	-4.61%	\$32,902	\$38,022	13.47%		5.52%
<a href="#">Police Sergeant</a>	FT	\$61,402	\$65,572	6.36%	\$62,267	\$74,526	16.45%		17.61%
<a href="#">Pool Manager</a>	PT	\$13.24	\$11.50	-15.13%	\$13.68	\$11.50	-18.96%		-15.13%
<a href="#">Program Coordinator FT</a>	FT	\$40,578	\$42,619	4.79%	\$39,832	\$36,026	-10.56%		-12.64%
<a href="#">Program Coordinator PT</a>	PT	\$16.15	\$20.49	21.19%	\$14.39	\$16.86	14.64%		4.23%
<a href="#">Public Works Inspector</a>	FT	\$50,348	\$52,853	4.74%	\$52,507	\$63,398	17.18%		20.58%
<a href="#">Receptionist</a>	PT	\$11.92	\$14.06	15.23%	\$12.83	\$11.56	-11.00%		-3.10%
<a href="#">Recorder</a>	FT	\$63,265	\$52,853	-19.70%	\$62,084	\$44,699	-38.89%		-41.53%
<a href="#">Seasonal Help</a>	PT	\$9.98	\$14.06	28.99%	\$8.82	\$11.26	21.69%		11.33%
<a href="#">Storm Water Superintendent</a>	FT	\$55,262	\$55,796	0.96%	\$55,565	\$56,930	2.40%		2.93%
<a href="#">Storm/Waste Maintenance Technician</a>	FT	\$44,930	\$42,620	-5.42%	\$43,795	\$39,062	-12.12%		-15.02%
<a href="#">Streets Superintendent</a>	FT	\$63,456	\$55,796	-13.73%	\$64,101	\$66,893	4.17%		5.14%
<a href="#">Treasurer</a>	FT	\$61,582	\$62,140	0.90%	\$61,074	\$58,490	-4.42%		-5.29%
<a href="#">Waste Water Superintendent</a>	FT	\$62,351	\$55,796	-11.75%	\$65,245	\$66,893	2.46%		6.79%
<a href="#">Water Superintendent</a>	FT	\$63,878	\$55,796	-14.48%	\$66,177	\$66,893	1.07%		4.51%
<a href="#">Water System Maintenance Technician</a>	FT	\$44,175	\$42,619	-3.65%	\$49,687	\$43,472	-14.30%		-1.62%
<a href="#">PT Recreation Assistant / CC Front Desk</a>	PT	\$10.49	\$7.60	-37.99%	\$9.50	\$7.60	-24.97%		-37.99%



Job #2700 - MAYOR														
Entity	# Inc	Pay Basis	Annual Salary	Monthly Salary	Comb	F/T	Ret	Health	Dental	Life	401	457	Updated	Comments
CEDAR HILLS	0	Annual	\$ 13,200.00	\$ 1,100.00									08/29/2014	
LEHI	1	Annual	\$ 18,000.00	\$ 1,500.00									12/03/2013	Re URS, Elected officials meet salary standards for 401k accounts. Some elected officials exempt out. Elected officials may receive 401(k) benefit in lieu of health/dental insurance; Mayor receives a car allowance of \$375/month.
MAPLETON	0	Annual	\$ 14,400.00	\$ 1,200.00									01/01/2006	
PAYSON	1	Annual	\$ 9,000.00	\$ 750.00									08/27/2006	
PLEASANT GROVE	1	Annual	\$ 18,000.00	\$ 1,500.00									02/27/2014	
SPANISH FORK	0	Annual	\$ 14,100.00	\$ 1,175.00									06/16/2014	Retirement is 'No' because the mayor is exempted from the URS pension, but is given 17.9% into a 457 account.
SPRINGVILLE	0	Annual	\$ 11,076.00	\$ 923.00									10/09/2013	
BLUFFDALE	1	Annual	\$ 14,400.00	\$ 1,200.00									06/05/2014	
SANTAQUIN	1	Annual	\$ 9,000.00	\$ 750.00									05/09/2014	
HERRIMAN	1	Annual	\$ 21,000.00	\$ 1,750.00									05/04/2011	
SARATOGA SPRINGS	1	Annual	\$ 10,500.00	\$ 875.00									03/05/2012	
SALEM CITY	1	Annual	\$ 4,800.00	\$ 400.00									02/14/2012	
Average			\$ 13,123.00	\$ 1,093.58										
Lindon	5	Annual	\$ 12,276.36	\$ 1,023.03									10/16/2014	

Difference		(\$847)	(\$71)
Difference %		-6.90%	-6.90%
# of Respondents		12	12
Standard Deviation		\$4,555	\$380
Standard Error		\$1,315	\$110

Monthly Salary		
Salem City	\$	400.00
Payson	\$	750.00
Santaquin	\$	750.00
Saratoga Springs	\$	875.00
Springville	\$	923.00
Lindon	\$	1,023.03
Average	\$	1,093.58
Cedar Hills	\$	1,100.00
Spanish Fork	\$	1,175.00
Mapleton	\$	1,200.00
Bluffdale	\$	1,200.00
Lehi	\$	1,500.00
Pleasant Grove	\$	1,500.00
Herriman	\$	1,750.00



Job #2705 - CITY COUNCIL / TRUSTEE														
Entity	# Inc	Pay Basis	Annual Salary	Monthly Salary	Comb	F/T	Ret	Health	Dental	Life	401	457	Updated	Comments
CEDAR HILLS	0	Annual	\$ 7,200.00	\$ 600.00									08/29/2014	
LEHI	5	Annual	\$ 12,000.00	\$ 1,000.00									12/03/2013	Elected officials may receive 401(k) benefit in lieu of health/dental insurance. Tier 1 elected officials are eligible. Tier 2 are not eligible. Council Members are given \$200 car allowance.
MAPLETON	0	Annual	\$ 7,200.00	\$ 600.00									01/01/2006	
PAYSON	4	Annual	\$ 6,400.00	\$ 533.33									08/27/2006	
PLEASANT GROVE	5	Annual	\$ 7,200.00	\$ 600.00									02/27/2014	
SPANISH FORK	0	Annual	\$ 9,180.00	\$ 765.00									06/16/2014	Retirement is 'No' because the council is exempted from the URS pension. The council is given 17.9% (tier I) or 10% (tier II) into a 457 account.
SPRINGVILLE	0	Annual	\$ 8,080.00	\$ 673.33									10/09/2013	
BLUFFDALE	5	Annual	\$ 4,800.00	\$ 400.00									06/05/2014	
EAGLE MOUNTAIN	5	Annual	\$ 6,000.00	\$ 500.00									02/14/2012	
SANTAQUIN	5	Annual	\$ 4,800.00	\$ 400.00									05/09/2014	
HERRIMAN	4	Annual	\$ 9,000.00	\$ 750.00									04/10/2014	
SARATOGA SPRINGS	5	Annual	\$ 7,800.00	\$ 650.00									03/05/2012	
SALEM CITY	5	Annual	\$ 2,400.00	\$ 200.00									02/14/2012	
Average			\$ 7,081.54	\$ 590.13										
Lindon	5	Annual	\$ 7,221.48	\$ 601.79									10/16/2014	

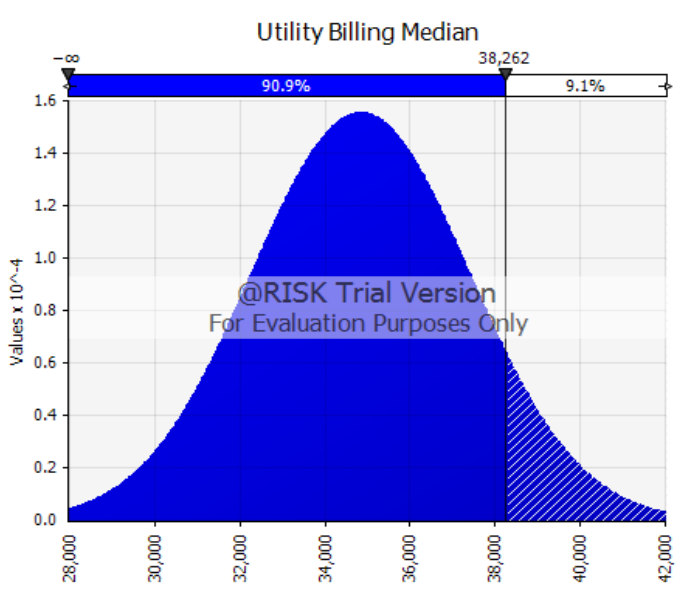
Difference	\$140	\$12
Difference %	1.94%	1.94%
# of Respondents	14	14
Standard Deviation	\$2,377	\$198
Standard Error	\$635	\$53



Monthly Salary		
Salem City	\$	200.00
Bluffdale	\$	400.00
Santaquin	\$	400.00
Eagle Mountain	\$	500.00
Payson	\$	533.33
Average	\$	590.13
Cedar Hills	\$	600.00
Mapleton	\$	600.00
Pleasant Grove	\$	600.00
Lindon	\$	601.79
Saratoga Springs	\$	650.00
Springville	\$	673.33
Herriman	\$	750.00
Spanish Fork	\$	765.00
Lehi	\$	1,000.00



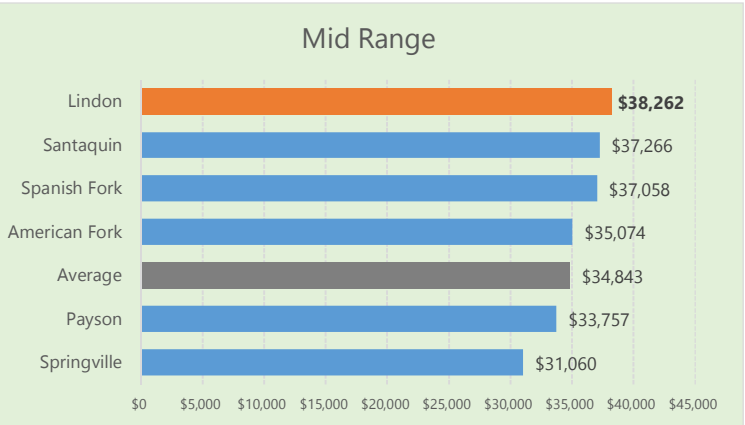
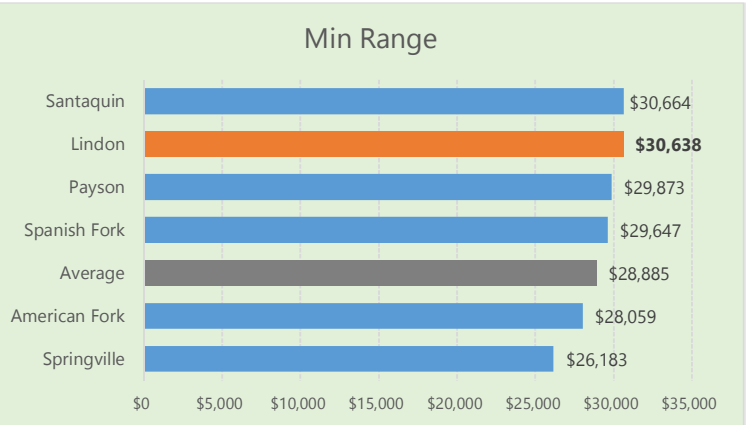
Job # 730 - BILLING CLERK																			
									Range			Actual							
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
PLEASANT GROVE	UTILITY BILLING CLERK	Utility Billing Supervisor	Jul-14	2080	=	N	0	0	1	\$0	\$0	\$0	\$43,938	\$43,938	\$43,938	\$11,768	32.81%	\$70,121	2/19/2014
SPANISH FORK	BILLING TECHNICIAN	CITY RECORDER	Oct-13	2080	=	N	0	0	1	\$29,647	\$37,058	\$44,470	\$41,475	\$41,475	\$41,475	\$12,034	25.59%	\$64,123	6/12/2014
PAYSON	UTILITY BILLING CLERK		Jul-14	2080	=	N	1	0	1	\$29,873	\$33,757	\$37,641	\$38,005	\$38,005	\$38,005	\$18,776	26.15%	\$66,720	9/9/2014
AMERICAN FORK	BILLING CLERK		Jul-13	2080	=	N	0	0	1	\$28,059	\$35,074	\$42,088	\$36,130	\$36,130	\$36,130	\$15,062	29.31%	\$61,782	12/15/2013
SANTAQUIN	BILLING CLERK	ADMINISTRATIVE SERVICE DIRECTOR	Jul-13	1508	=	N	0	0	0	\$30,664	\$37,266	\$43,869	\$23,781	\$23,781	\$23,781	\$16,466	24.94%	\$46,178	6/11/2014
SPRINGVILLE	BILLING CLERK		Jul-14	2080	=	N	0	0	0	\$26,183	\$31,060	\$35,936	\$0	\$0	\$0	\$16,540	26.30%	\$0	9/2/2014
									Average	\$28,885	\$34,843	\$40,801	\$36,666	\$36,666	\$36,666	\$15,108	27.52%	\$61,785	
LONDON	Accounts Payable/Utilities Clerk *Combined Accounts Payable Clerk and Utilities Clerk		Jul-14	2080	=	N	0	0	2	\$30,638	\$38,262	\$45,885	\$38,022	\$41,184	\$39,603	\$17,569	30.66%	\$69,316	9/30/2014
Difference									\$1,753	\$3,419	\$5,084	\$1,356	\$4,518	\$2,937	\$2,461	3.14%	\$7,531		
Difference %									5.72%	8.94%	11.08%	3.57%	10.97%	7.42%	14.01%	10.25%	10.87%		
# of Respondents									5	5	5	5	5	5	6	6	5		
Standard Deviation									\$1,782	\$2,565	\$3,814	\$7,812	\$7,812	\$7,812	\$2,755	3.00%	\$9,259		
Standard Error									\$797	\$1,147	\$1,706	\$3,494	\$3,494	\$3,494	\$1,125	1.22%	\$4,141		



Statistics	
	Normal(34843,2565.2)
Cell	Utility Billing!U7
Minimum	-∞
Maximum	+∞
Mean	34,843.00
Mode	34,843.00
Median	34,843.00
Std Dev	2,565.20
Skewness	0.0000
Kurtosis	3.0000
Left X	-∞
Left P	0.0%
Right X	38,262
Right P	90.9%
Dif. X	+∞
Dif. P	90.9%
1%	28,875.45
5%	30,623.62
10%	31,555.56
15%	32,184.34
20%	32,684.07
25%	33,112.80
30%	33,497.81

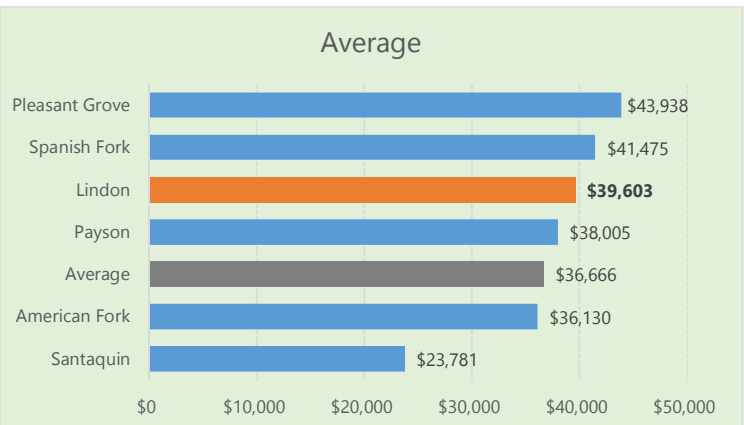
Range

Springville	\$26,183
American Fork	\$28,059
Average	\$28,885
Spanish Fork	\$29,647
Payson	\$29,873
London	\$30,638
Santaquin	\$30,664
Mid Range	
Springville	\$31,060
Payson	\$33,757
Average	\$34,843
American Fork	\$35,074
Spanish Fork	\$37,058
Santaquin	\$37,266
London	\$38,262
Max Range	
Springville	\$35,936
Payson	\$37,641
Average	\$40,801
American Fork	\$42,088
Santaquin	\$43,869
Spanish Fork	\$44,470
London	\$45,885

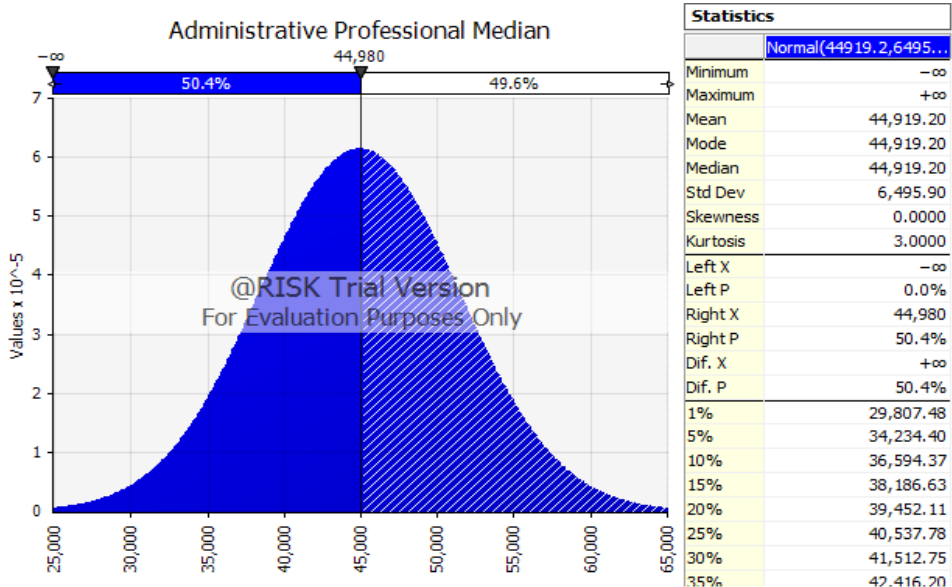


Actual

Santaquin	\$23,781
American Fork	\$36,130
Average	\$36,666
Payson	\$38,005
London	\$38,022
Spanish Fork	\$41,475
Pleasant Grove	\$43,938
High	
Santaquin	\$23,781
American Fork	\$36,130
Average	\$36,666
Payson	\$38,005
London	\$41,184
Spanish Fork	\$41,475
Pleasant Grove	\$43,938



Job # 2310 - ADMINISTRATIVE / EXECUTIVE ASSISTANT																			
										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
PLEASANT GROVE	ADMINISTRATIVE ASSISTANT - POLICE	Police Chief	Jul-14	2080	=	N	0	0	1	\$0	\$0	\$0	\$56,248	\$56,248	\$56,248	\$11,768	32.81%	\$86,471	2/19/2014
AMERICAN FORK	POLICE ADMINISTRATIVE ASSISTANT		Jul-14	2080		N	0	0	1	\$41,249	\$50,530	\$59,811	\$54,122	\$54,122	\$54,122	\$15,062	29.31%	\$85,047	9/10/2014
HERRIMAN	Administrative Coordinator	Engineering/Water/Operations/Fleet/Admin Svs.	Jul-14	2080	=	N	0	0	6	\$39,632	\$53,236	\$66,840	\$48,435	\$51,981	\$49,397	\$9,861	7.65%	\$63,037	9/16/2014
LEHI	ADMINISTRATIVE ASSISTANT	Department Head	Jul-14	2080	N	N	0	0	4	\$33,082	\$39,698	\$46,314	\$35,763	\$43,645	\$38,925	\$14,838	24.17%	\$63,171	9/22/2014
EAGLE MOUNTAIN			Oct-13	2080			0	0	1	\$34,684	\$41,786	\$48,889	\$38,600	\$38,600	\$38,600	\$10,424	13.08%	\$54,073	2/12/2014
SARATOGA SPRINGS	ADMINISTRATIVE ASSISTANT		Jul-14	2080	=	N	0	0	3	\$0	\$0	\$0	\$25,588	\$42,327	\$32,945	\$13,527	26.12%	\$55,077	9/22/2014
SPRINGVILLE	EXECUTIVE ASSISTANT		Jul-14	2080	=	N	0	0	0	\$32,451	\$39,346	\$46,241	\$0	\$0	\$0	\$16,540	26.30%	\$0	9/2/2014
Average										\$36,220	\$44,919	\$53,619	\$43,126	\$47,821	\$45,040	\$13,146	22.78%	\$67,813	
LONDON	Administrative Professional		Jul-14	2080	=	N	0	0	1	\$36,026	\$44,980	\$53,934	\$43,472	\$43,472	\$43,472	\$17,569	30.66%	\$74,371	9/30/2014
Difference										(\$194)	\$61	\$315	\$346	(\$4,349)	(\$1,568)	\$4,423	7.88%	\$6,558	
Difference %										-0.54%	0.14%	0.58%	0.80%	-10.00%	-3.61%	25.18%	25.71%	8.82%	
# of Respondents										5	5	5	6	6	6	7	7	6	
Standard Deviation										\$3,979	\$6,496	\$9,264	\$11,862	\$7,220	\$9,510	\$2,526	9.05%	\$14,426	
Standard Error										\$1,780	\$2,905	\$4,143	\$4,843	\$2,948	\$3,883	\$955	3.42%	\$5,889	



**Range**

Springville	\$32,451
Lehi	\$33,082
Eagle Mountain	\$34,684
London	\$36,026
Average	\$36,220
Herriman	\$39,632
American Fork	\$41,249

**Min Range**

American Fork	\$41,249
Herriman	\$39,632
Average	\$36,220
London	\$36,026
Eagle Mountain	\$34,684
Lehi	\$33,082
Springville	\$32,451

**Mid Range**

Herriman	\$53,236
American Fork	\$50,530
London	\$44,980
Average	\$44,919
Eagle Mountain	\$41,786
Lehi	\$39,698
Springville	\$39,346

**Max Range**

Herriman	\$66,840
American Fork	\$59,811
London	\$53,934
Average	\$53,619
Eagle Mountain	\$48,889
Lehi	\$46,314
Springville	\$46,241

**Actual**

**Low**

Pleasant Grove	\$56,248
American Fork	\$54,122
Herriman	\$48,435
London	\$43,472
Average	\$43,126
Eagle Mountain	\$38,600
Lehi	\$35,763
Saratoga Springs	\$25,588

**High**

Pleasant Grove	\$56,248
American Fork	\$54,122
Herriman	\$51,981
Average	\$47,821
Lehi	\$43,645
London	\$43,472
Saratoga Springs	\$42,327
Eagle Mountain	\$38,600

**Average**

Pleasant Grove	\$56,248
American Fork	\$54,122
Herriman	\$49,397
Average	\$45,040
London	\$43,472
Lehi	\$38,925
Eagle Mountain	\$38,600
Saratoga Springs	\$32,945

Job # 2300 - ADMINISTRATIVE SECRETARY

										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
SPANISH FORK			Jun-14	2080	N	0	0	4	\$32,323	\$40,404	\$48,485	\$21,943	\$46,162	\$38,207	\$12,034	25.59%	\$60,019	8/5/2014	
PLEASANT GROVE	ADMINISTRATIVE SERVICES CLERK/COMM DEV	Community Development Director	Jul-14	2080	=		0	0	2	\$0	\$0	\$0	\$36,052	\$36,969	\$36,510	\$11,768	32.81%	\$60,257	2/19/2014
PAYSON	DEPARTMENT SECRETARY	DEPARTMENT HEADS	Jul-14	2080	=	N	0	0	2	\$29,261	\$33,151	\$37,041	\$35,696	\$35,696	\$35,696	\$18,776	26.15%	\$63,807	9/9/2014
AMERICAN FORK	PUBLIC WORKS/RECREATION SECRETARY		Jul-14	2080	N	0	0	0	0	\$30,592	\$37,475	\$44,358	\$30,596	\$38,812	\$34,243	\$15,062	29.31%	\$59,341	9/10/2014
HERRIMAN	Administrative Technician II		Jul-14	2080	=	N	0	0	1	\$30,187	\$37,381	\$44,575	\$32,343	\$32,343	\$32,343	\$9,861	7.65%	\$44,678	9/16/2014
SANTAQUIN	DEPT ADMINISTRATIVE ASSITANT	DEPARTMENT HEADS	Jul-11	2080	=	N	0	0	2	\$30,664	\$37,266	\$43,869	\$34,091	\$30,139	\$32,115	\$16,466	24.94%	\$56,591	6/11/2014
LEHI	ADMINISTRATIVE SECRETARY	N	Jul-14	2080	N	N	0	0	6	\$28,837	\$33,884	\$38,930	\$28,869	\$32,672	\$31,491	\$14,838	24.17%	\$53,941	9/22/2014

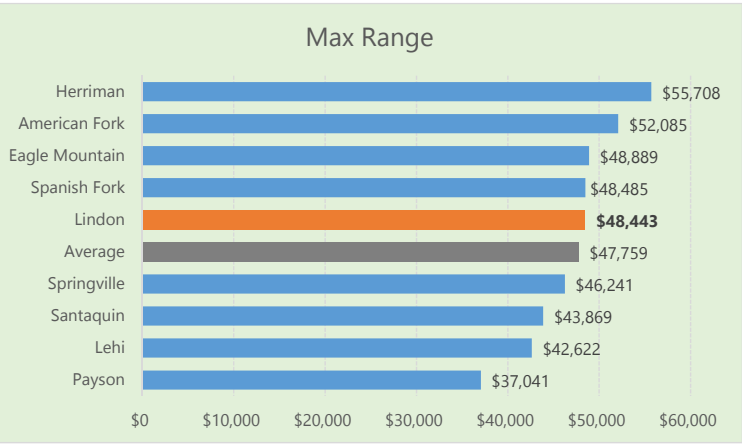
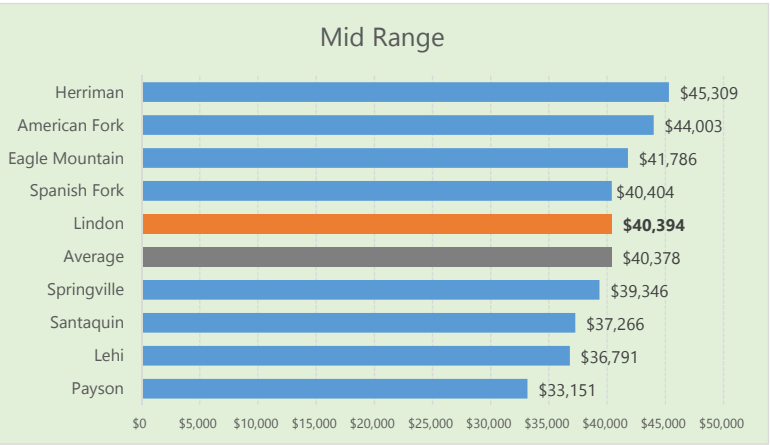
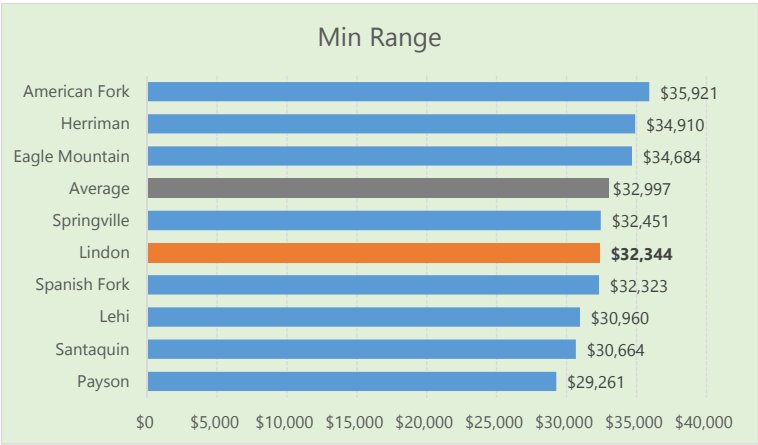
Job # 2310 - ADMINISTRATIVE / EXECUTIVE ASSISTANT

										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
PLEASANT GROVE	ADMINISTRATIVE ASSISTANT - POLICE	Police Chief	Jul-14	2080	=	N	0	1	\$0	\$0	\$0	\$56,248	\$56,248	\$56,248	\$11,768	32.81%	\$86,471	2/19/2014	
AMERICAN FORK	POLICE ADMINISTRATIVE ASSISTANT	Engineering/Water/Operations/Fleet/Admin Svs.	Jul-14	2080		N	0	1	\$41,249	\$50,530	\$59,811	\$54,122	\$54,122	\$54,122	\$15,062	29.31%	\$85,047	9/10/2014	
HERRIMAN	Administrative Coordinator		Jul-14	2080	=	N	0	0	6	\$39,632	\$53,236	\$66,840	\$48,435	\$51,981	\$49,397	\$9,861	7.65%	\$63,037	9/16/2014
LEHI	ADMINISTRATIVE ASSISTANT		Department Head	Jul-14	2080	N	N	0	0	4	\$33,082	\$39,698	\$46,314	\$35,763	\$43,645	\$38,925	\$14,838	24.17%	\$63,171
EAGLE MOUNTAIN			Oct-13	2080			0	0	1	\$34,684	\$41,786	\$48,889	\$38,600	\$38,600	\$38,600	\$10,424	13.08%	\$54,073	2/12/2014
SARATOGA SPRINGS	ADMINISTRATIVE ASSISTANT		Jul-14	2080	=	N	0	0	3	\$0	\$0	\$0	\$25,588	\$42,327	\$32,945	\$13,527	26.12%	\$55,077	9/22/2014
SPRINGVILLE	EXECUTIVE ASSISTANT		Jul-14	2080	=	N	0	0	0	\$32,451	\$39,346	\$46,241	\$0	\$0	\$0	\$16,540	26.30%	\$0	9/2/2014

		Average							\$32,997	\$40,378	\$47,759	\$36,796	\$41,517	\$39,296	\$13,630	23.58%	\$61,962	
LINDON	Administrative Secretary	Jul-14	2080	=	N	0	0	1	\$32,344	\$40,394	\$48,443	\$48,443	\$48,443	\$48,443	\$17,569	30.66%	\$80,867	9/30/2014
Difference									(\$653)	\$16	\$684	\$11,647	\$6,926	\$9,147	\$3,939	7.08%	\$18,905	
Difference %									-2.02%	0.04%	1.41%	24.04%	14.30%	18.88%	22.42%	23.11%	23.38%	
# of Respondents									11	11	11	13	13	13	14	14	13	
Standard Deviation									\$4,076	\$6,272	\$8,632	\$10,387	\$8,536	\$8,458	\$2,748	8.23%	\$11,743	
Standard Error									\$1,229	\$1,891	\$2,603	\$2,881	\$2,368	\$2,346	\$735	2.20%	\$3,257	

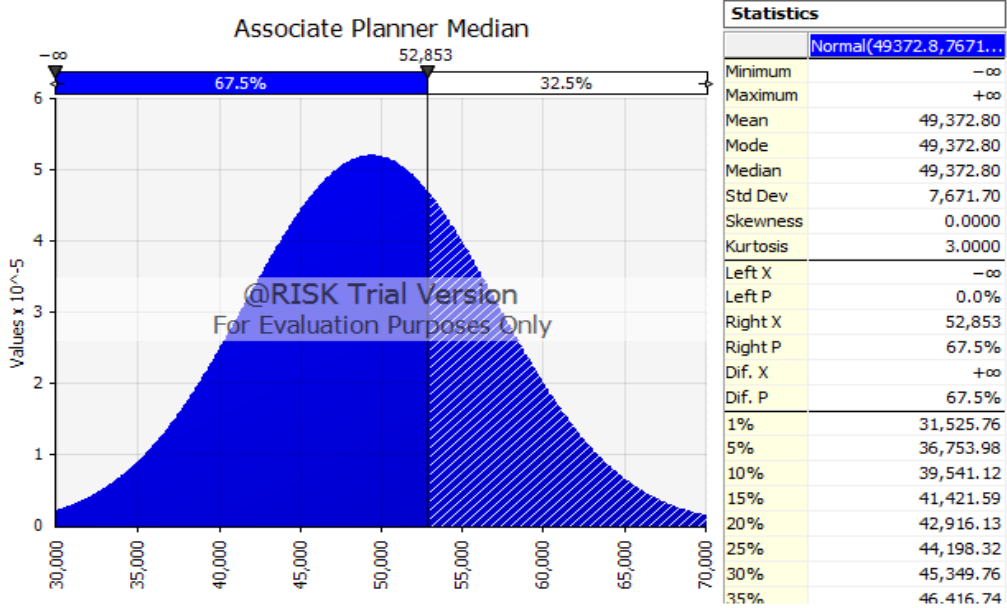
Range

Payson	Min Range	\$29,261
Santaquin		\$30,664
Lehi		\$30,960
Spanish Fork		\$32,323
Lindon		\$32,344
Springville		\$32,451
Average		\$32,997
Eagle Mountain		\$34,684
Herriman		\$34,910
American Fork		\$35,921
Payson	Mid Range	\$33,151
Lehi		\$36,791
Santaquin		\$37,266
Springville		\$39,346
Average		\$40,378
Lindon		\$40,394
Spanish Fork		\$40,404
Eagle Mountain		\$41,786
American Fork		\$44,003
Herriman		\$45,309
Payson	Max Range	\$37,041
Lehi		\$42,622
Santaquin		\$43,869
Springville		\$46,241
Average		\$47,759
Lindon		\$48,443
Spanish Fork		\$48,485
Eagle Mountain		\$48,889
American Fork		\$52,085
Herriman		\$55,708



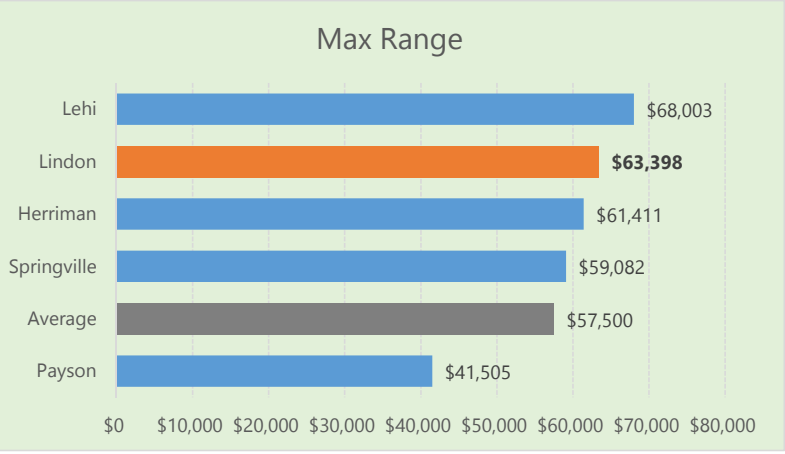
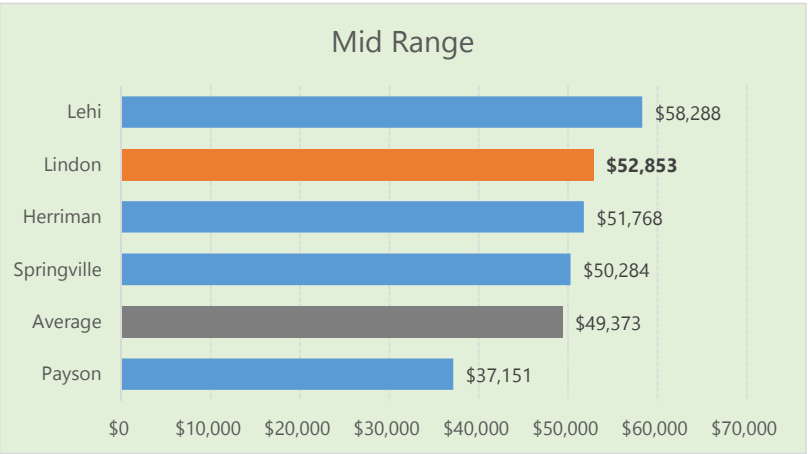
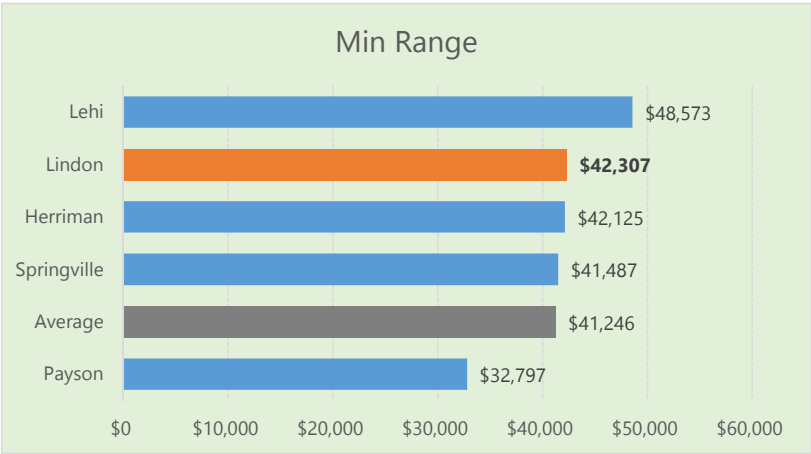


Job # 360 - PLANNER II																				
										Range			Actual							
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
LEHI	PLANNER II	City Planner	Jul-14	2080	N	N	0	0	1	\$48,573	\$58,288	\$68,003	\$66,425	\$66,425	\$66,425	\$14,838	24.17%	\$97,318	9/22/2014	
HERRIMAN	Planner II		Jul-14	2080	=	N	0	0	1	\$42,125	\$51,768	\$61,411	\$52,890	\$52,890	\$52,890	\$9,861	7.65%	\$66,797	9/16/2014	
SPRINGVILLE	PLANNER II	Community Development Director	Jul-14	2080	=	N	0	0	1	\$41,487	\$50,284	\$59,082	\$49,730	\$49,730	\$49,730	\$16,540	26.30%	\$79,349	9/4/2014	
PAYSON	CITY PLANNER	DEVELOPMENT SRVS/PUBLIC WRKS DIRECTOR	Jul-14	2080	=	N	2	2	1	\$32,797	\$37,151	\$41,505	\$48,610	\$48,610	\$48,610	\$18,776	26.15%	\$80,098	9/9/2014	
										Average	\$41,246	\$49,373	\$57,500	\$54,414	\$54,414	\$54,414	\$15,004	21.07%	\$80,891	
LINDON	Associate Planner	Planning and Economic Development Director	Jul-14	2080	=	N	0	0	1	\$42,307	\$52,853	\$63,398	\$43,472	\$43,472	\$43,472	\$17,569	30.66%	\$74,371	9/30/2014	
										Difference	\$1,062	\$3,480	\$5,898	(\$10,942)	(\$10,942)	(\$10,942)	\$2,565	9.59%	(\$6,520)	
										Difference %	2.51%	6.58%	9.30%	-25.17%	-25.17%	-25.17%	14.60%	31.29%	-8.77%	
										# of Respondents	4	4	4	4	4	4	4	4	4	
										Standard Deviation	\$6,478	\$8,859	\$11,313	\$8,210	\$8,210	\$8,210	\$3,789	9.00%	\$12,537	
										Standard Error	\$3,239	\$4,429	\$5,656	\$4,105	\$4,105	\$4,105	\$1,894	4.50%	\$6,268	



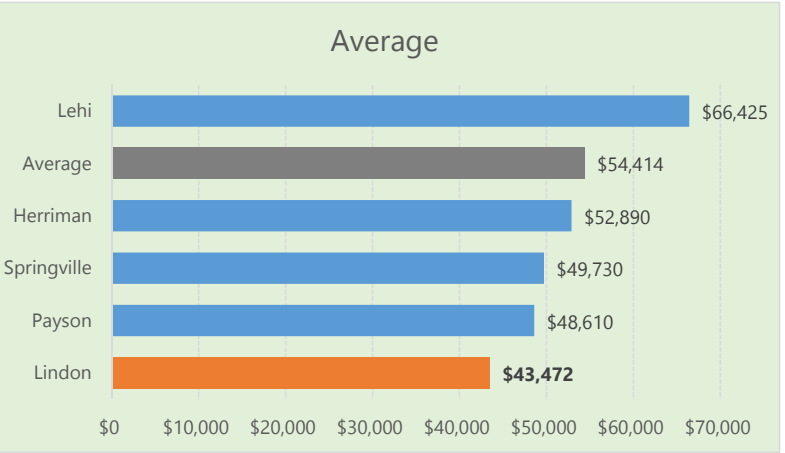
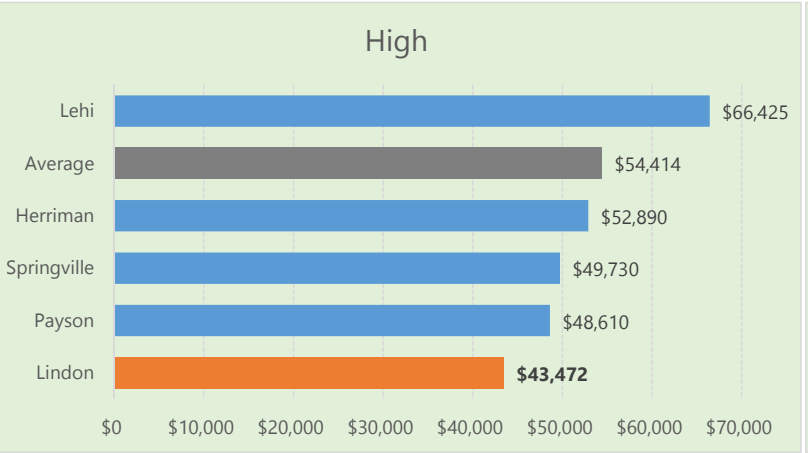
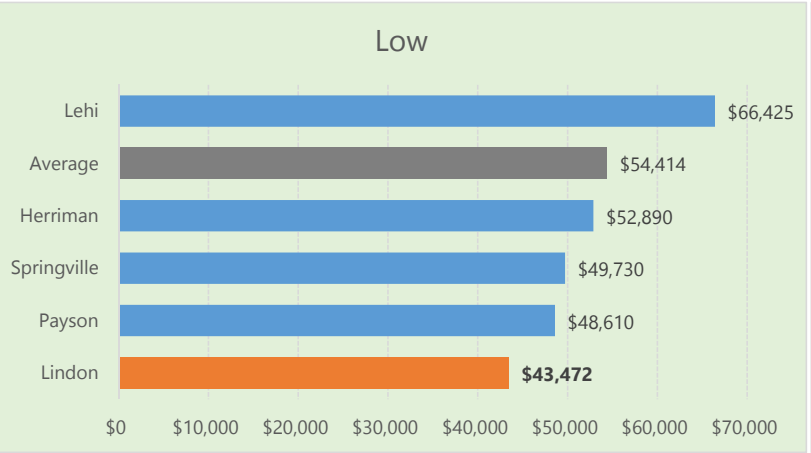
Range

Payson	Min Range	\$32,797
Average		\$41,246
Springville		\$41,487
Herriman		\$42,125
Lindon		\$42,307
Lehi		\$48,573
Payson	Mid Range	\$37,151
Average		\$49,373
Springville		\$50,284
Herriman		\$51,768
Lindon		\$52,853
Lehi		\$58,288
Payson	Max Range	\$41,505
Average		\$57,500
Springville		\$59,082
Herriman		\$61,411
Lindon		\$63,398
Lehi		\$68,003



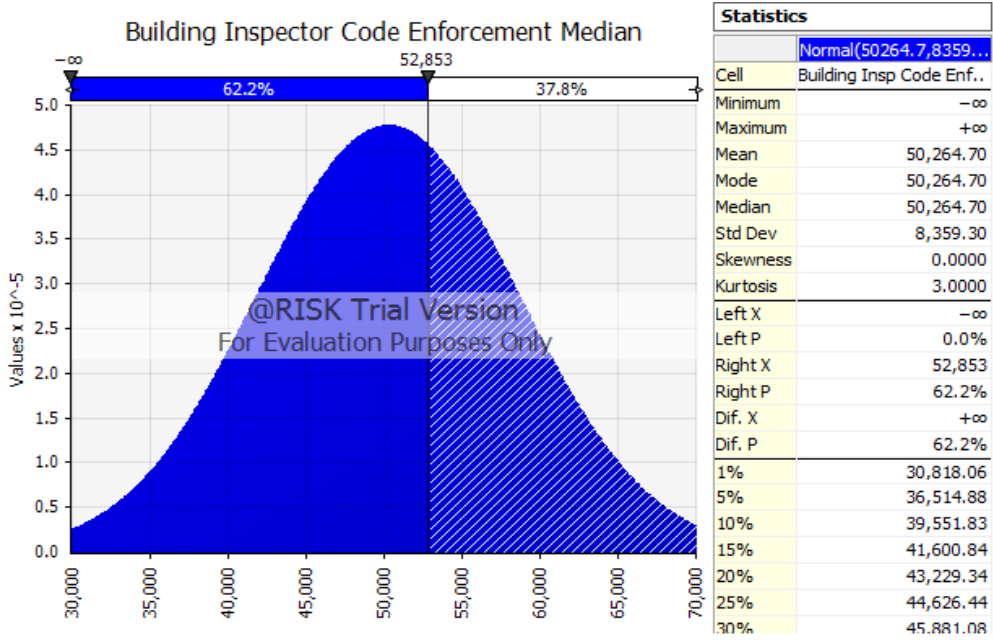
Actual

Lindon	Low	\$43,472
Payson		\$48,610
Springville		\$49,730
Herriman		\$52,890
Average		\$54,414
Lehi		\$66,425
Lindon	High	\$43,472
Payson		\$48,610
Springville		\$49,730
Herriman		\$52,890
Average		\$54,414
Lehi		\$66,425
Lindon	Average	\$43,472
Payson		\$48,610
Springville		\$49,730
Herriman		\$52,890
Average		\$54,414



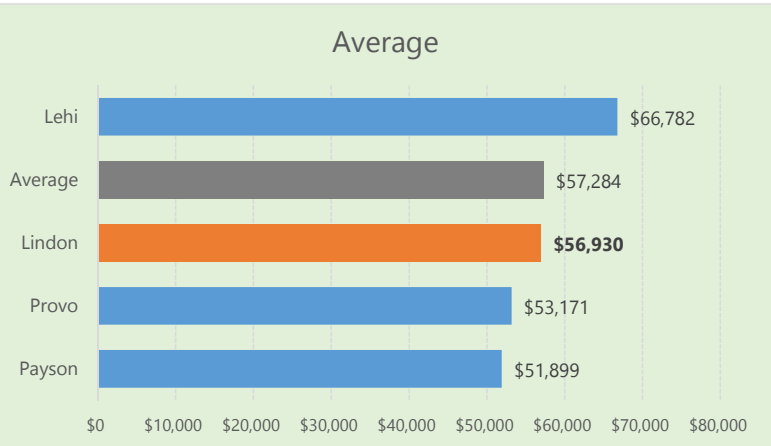
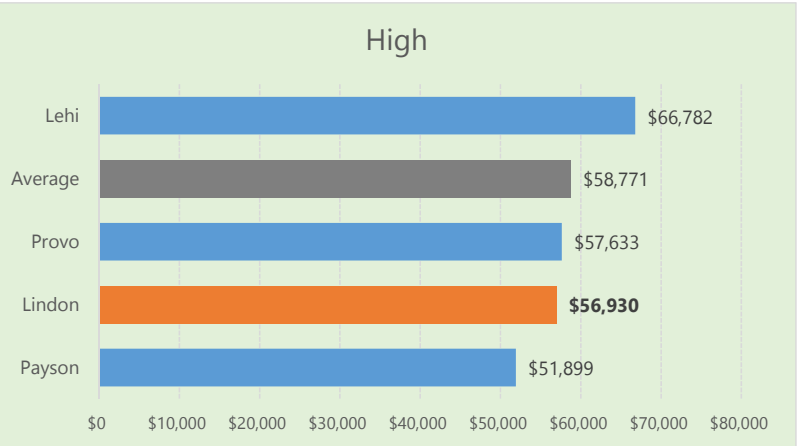
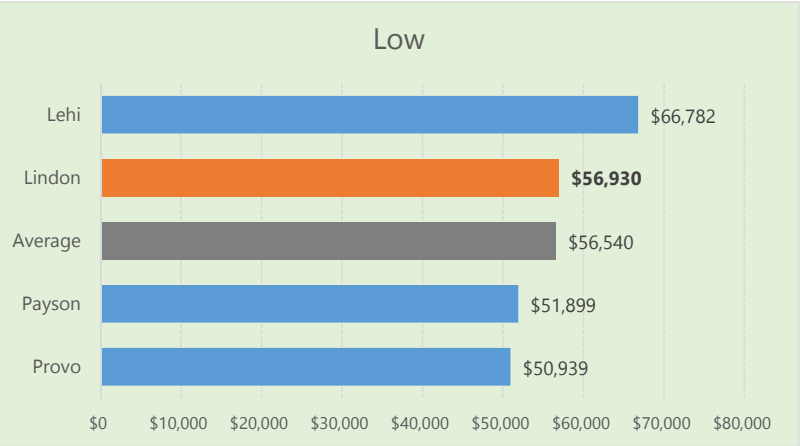
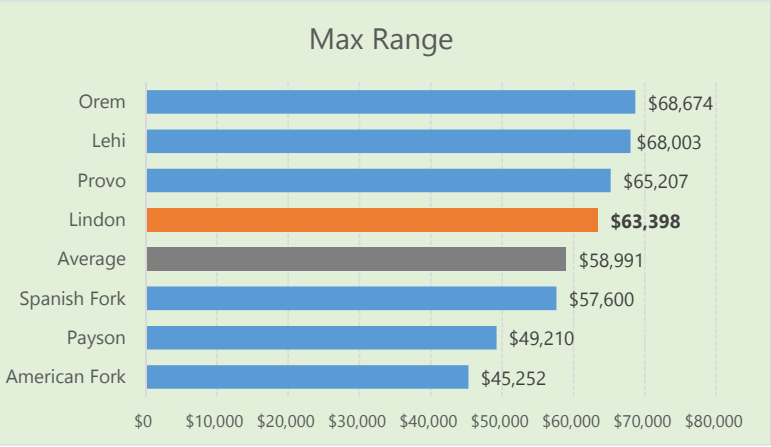
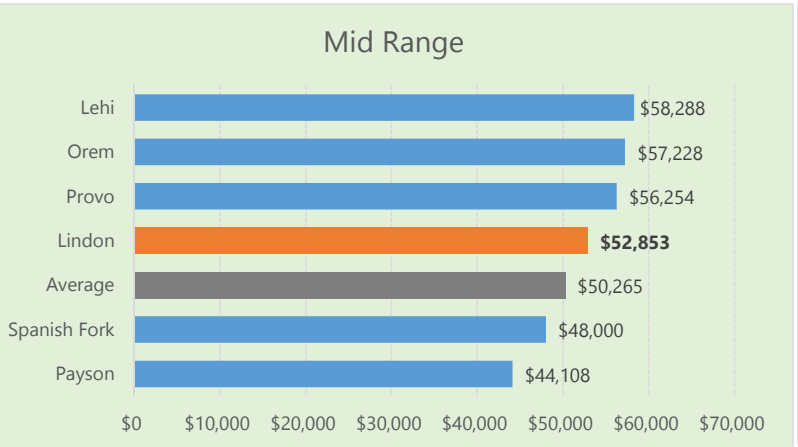
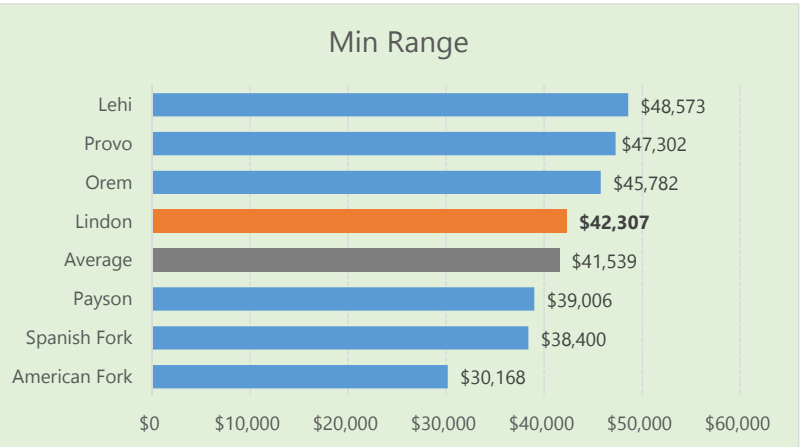
Job # 310 - BUILDING INSPECTOR III

										Range			Actual								
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated		
LEHI	LEAD BUILDING INSPECTOR	N	Jul-14	2080	N	N	0	0	1	\$48,573	\$58,288	\$68,003	\$66,782	\$66,782	\$66,782	\$14,838	24.17%	\$97,762	9/22/2014		
PAYSON	BUILDING INSPECTOR III	Public Works Director	Jul-14	2080	=	N	0	0	1	\$39,006	\$44,108	\$49,210	\$51,899	\$51,899	\$51,899	\$18,776	26.15%	\$84,247	9/9/2014		
OREM	Senior Building Inspector	Chief Building Official	Jul-14	2080	=	N	0	0	0	\$45,782	\$57,228	\$68,674	\$0	\$0	\$0	\$12,318	19.35%	\$0	8/20/2014		
PROVO	CERTIFIED BUILDING INSPECTOR III	CHIEF BUILDING OFFICIAL	Aug-13	2080	=	N	0	0	3	\$47,302	\$56,254	\$65,207	\$50,939	\$57,633	\$53,171	\$13,733	25.26%	\$80,332	8/28/2014		
AMERICAN FORK	BUILDING INSPECTOR III		Jul-13	2080		N	0	0	0	\$30,168	\$37,710	\$45,252	\$0	\$0	\$0	\$15,062	29.31%	\$0	12/15/2013		
SPANISH FORK	Building Inspector II	CBO	7/1/2014	2080	=	N	0	0	0	\$38,400	\$48,000	\$57,600	\$0	\$0	\$0	\$12,034	25.59%	\$0	7/10/2014		
		Average								\$41,539	\$50,265	\$58,991	\$56,540	\$58,771	\$57,284	\$14,460	24.97%	\$87,447			
LONDON	Building Inspector/Code Enforcement Officer		Jul-14	2080	=	N	0	0	1	\$42,307	\$52,853	\$63,398	\$56,930	\$56,930	\$56,930	\$17,569	30.66%	\$91,956	9/30/2014		
Difference										\$769	\$2,588	\$4,407	\$390	(\$1,841)	(\$354)	\$3,109	5.69%	\$4,509			
Difference %										1.82%	4.90%	6.95%	0.69%	-3.23%	-0.62%	17.69%	18.55%	4.90%			
# of Respondents										4	4	4	2	2	2	4	4	2			
Standard Deviation										\$7,018	\$8,359	\$10,000	\$8,883	\$7,507	\$8,250	\$2,455	3.25%	\$9,145			
Standard Error										\$3,509	\$4,180	\$5,000	\$6,281	\$5,308	\$5,834	\$1,228	1.63%	\$6,466			



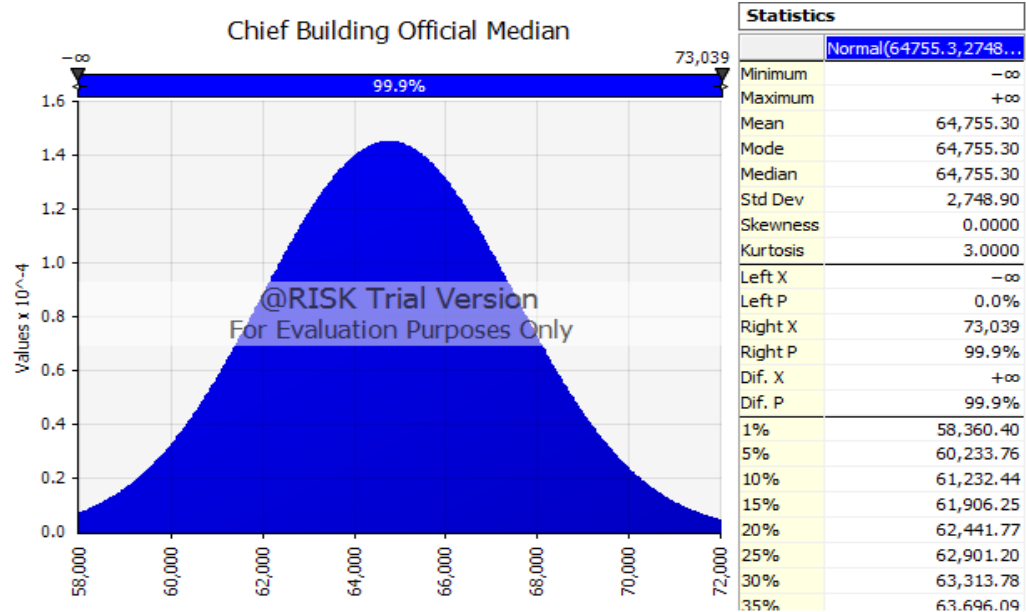
Range

American Fork	Min Range	\$30,168
Spanish Fork		\$38,400
Payson		\$39,006
Average		\$41,539
London		\$42,307
Orem		\$45,782
Provo		\$47,302
Lehi		\$48,573
	Mid Range	
Payson		\$44,108
Spanish Fork		\$48,000
Average		\$50,265
London		\$52,853
Provo		\$56,254
Orem		\$57,228
Lehi		\$58,288
	Max Range	
American Fork		\$45,252
Payson		\$49,210
Spanish Fork		\$57,600
Average		\$58,991
London		\$63,398
Provo		\$65,207
Lehi		\$68,003
Orem		\$68,674
	Actual	
	Low	
Provo		\$50,939
Payson		\$51,899
Average		\$56,540
London		\$56,930
Lehi		\$66,782
	High	
Payson		\$51,899
London		\$56,930
Provo		\$57,633
Average		\$58,771



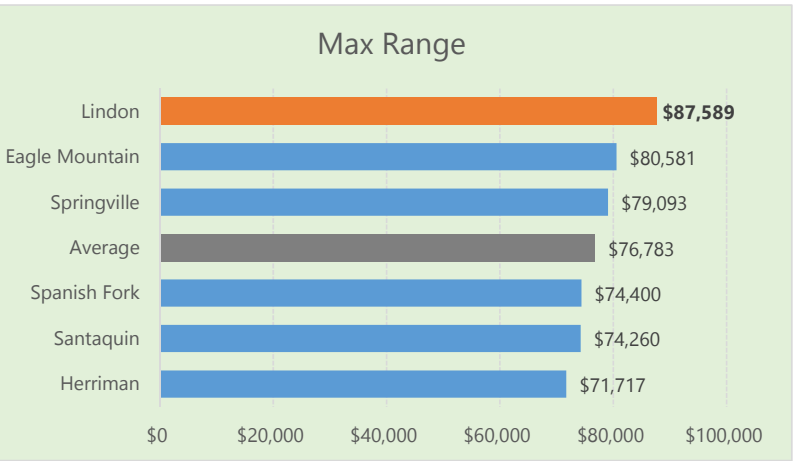
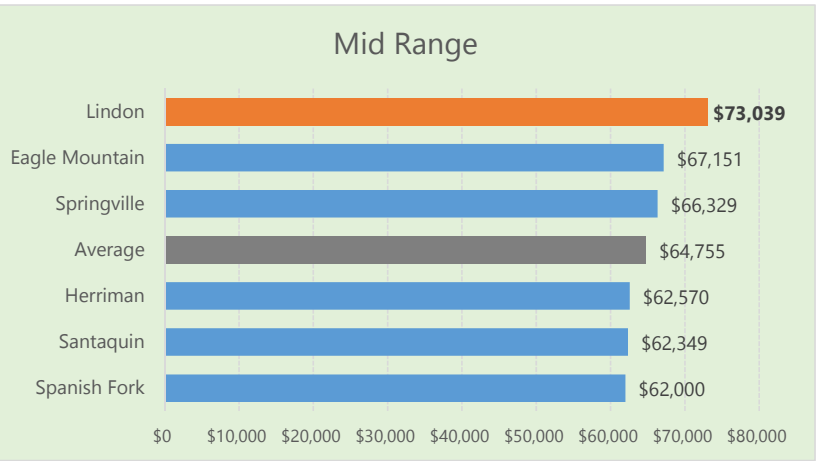
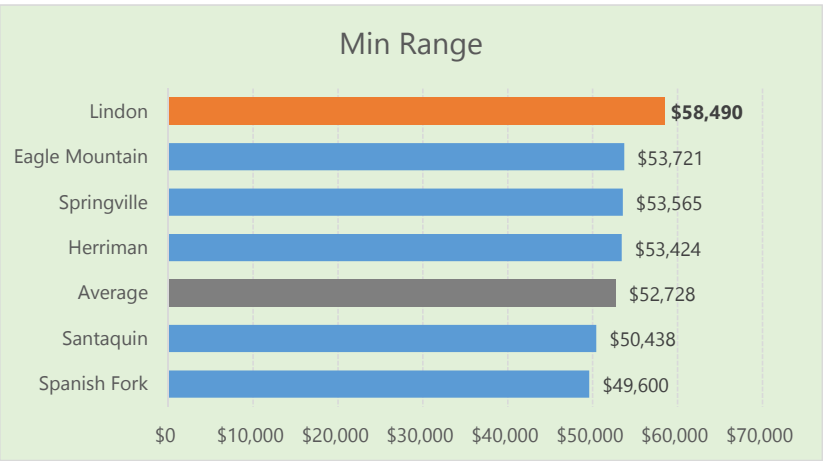
Job # 325 - CHIEF BUILDING OFFICIAL

										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
HERRIMAN	Building Official	ASSISTANT CITY ADMINISTRATOR	Jul-14	2080	=	N	0	0	1	\$53,424	\$62,570	\$71,717	\$84,505	\$84,505	\$84,505	\$9,861	7.65%	\$100,831	9/16/2014
EAGLE MOUNTAIN	BUILDING OFFICIAL		Jul-12	2080	=	Y	5	0	1	\$53,721	\$67,151	\$80,581	\$82,846	\$82,846	\$82,846	\$10,424	13.08%	\$104,106	2/12/2014
AMERICAN FORK	CHIEF BLDG OFFICIAL	COMMUNITY DEVELOPMENT DIRECTOR	Jul-14	2080		Y	0	0	1	\$55,619	\$68,133	\$80,647	\$76,648	\$76,648	\$76,648	\$15,062	29.31%	\$114,175	9/9/2014
SARATOGA SPRINGS	BUILDINGOFFICIAL		Jul-14	2080	=	N	0	0	1	\$0	\$0	\$0	\$69,383	\$76,977	\$75,424	\$13,527	26.12%	\$108,651	9/22/2014
SANTAQUIN	BUILDING OFFICIAL	N	Jul-11	2080	=	Y	0	0	1	\$50,438	\$62,349	\$74,260	\$74,260	\$74,260	\$74,260	\$16,466	24.94%	\$109,247	6/11/2014
SPANISH FORK	CHIEF BUILDING OFFICIAL		Oct-13	2080	N	N	0	0	1	\$49,600	\$62,000	\$74,400	\$70,054	\$70,054	\$70,054	\$12,034	25.59%	\$100,017	6/12/2014
SPRINGVILLE	CHIEF BUILDING INSPECTOR	Community Development Director	Jul-14	2080	=	N	4	0	1	\$53,565	\$66,329	\$79,093	\$69,002	\$69,002	\$69,002	\$16,540	26.30%	\$103,690	9/2/2014
PLEASANT GROVE	CHIEF BUILDING INSPECTOR		Jul-14	2080	=		0	0	1	\$0	\$0	\$0	\$68,528	\$68,528	\$68,528	\$11,768	32.81%	\$102,780	2/19/2014
Average									\$52,728	\$64,755	\$76,783	\$74,403	\$75,353	\$75,158	\$13,210	23.23%	\$105,437		
LONDON	Chief Building Official	City Administrator	Jul-14	2080	=	N	0	0	1	\$58,490	\$73,039	\$87,589	\$87,589	\$87,589	\$87,589	\$17,569	30.66%	\$132,016	9/30/2014
Difference										\$5,762	\$8,284	\$10,806	\$13,186	\$12,237	\$12,431	\$4,359	7.44%	\$26,579	
Difference %										9.85%	11.34%	12.34%	15.05%	13.97%	14.19%	24.81%	24.25%	20.13%	
# of Respondents										6	6	6	8	8	8	8	8	8	
Standard Deviation										\$2,261	\$2,749	\$3,805	\$6,394	\$6,099	\$6,065	\$2,609	\$0	\$4,835	
Standard Error										\$923	\$1,122	\$1,553	\$2,261	\$2,156	\$2,144	\$923	2.99%	\$1,710	

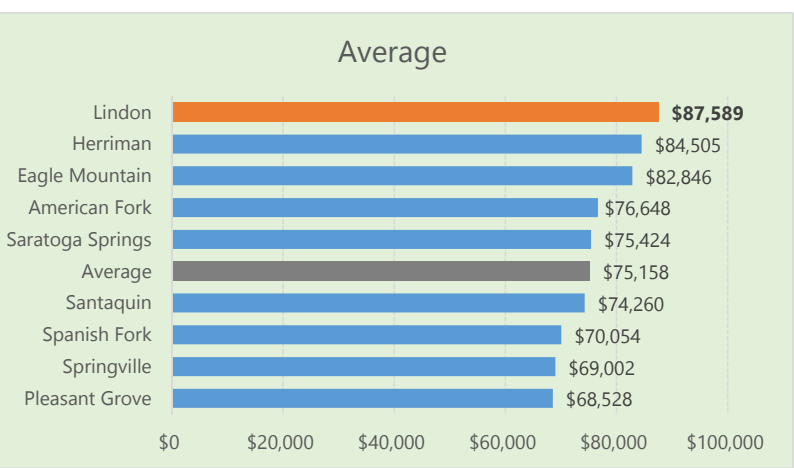


Range

Spanish Fork	\$49,600
Santaquin	\$50,438
Average	\$52,728
Herriman	\$53,424
Springville	\$53,565
Eagle Mountain	\$53,721
London	\$58,490
Mid Range	
Spanish Fork	\$62,000
Santaquin	\$62,349
Herriman	\$62,570
Average	\$64,755
Springville	\$66,329
Eagle Mountain	\$67,151
London	\$73,039



Herriman	\$71,717
Santaquin	\$74,260
Spanish Fork	\$74,400
Average	\$76,783
Springville	\$79,093
Eagle Mountain	\$80,581
London	\$87,589



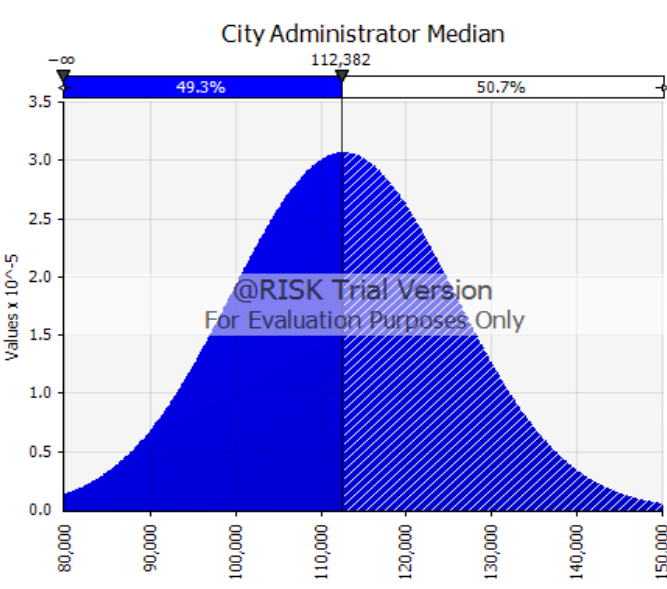
Actual

Pleasant Grove	\$68,528
Springville	\$69,002
Saratoga Springs	\$69,383
Spanish Fork	\$70,054
Santaquin	\$74,260
Average	\$74,403
American Fork	\$76,648
Eagle Mountain	\$82,846
Herriman	\$84,505



Job # 125 - CITY/COUNTY MANAGER

										Range		Actual								
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
LEHI	CITY ADMINISTRATOR	Mayor and Council	Jul-14	2080	N	N	0	0	1	\$97,560	\$119,511	\$141,462	\$137,254	\$137,254	\$137,254	\$14,838	24.17%	\$185,266	9/22/2014	
PLEASANT GROVE	CITY ADMINISTRATOR	Mayor	Jul-14	2080	=	Y	0	0	1	\$0	\$0	\$0	\$129,588	\$129,588	\$129,588	\$11,768	32.81%	\$183,874	2/19/2014	
SPANISH FORK	CITY MGER/ADMINISTRATOR		Oct-13	2080	=	N	0	0	1	\$97,600	\$122,000	\$146,400	\$129,147	\$129,147	\$129,147	\$12,034	25.59%	\$174,233	6/12/2014	
SPRINGVILLE	CITY ADMINISTRATOR		Jul-14	2080	N	N	0	0	1	\$84,819	\$107,266	\$129,714	\$127,730	\$127,730	\$127,730	\$16,540	26.30%	\$177,863	9/2/2014	
HERRIMAN	City Manager		Jul-14	2080	=	N	0	0	1	\$90,893	\$112,617	\$134,342	\$122,554	\$122,554	\$122,554	\$9,861	7.65%	\$141,790	9/16/2014	
AMERICAN FORK	CITY ADMINISTRATOR		Jul-14	2080		Y	0	0	1	\$111,713	\$136,848	\$161,984	\$117,998	\$117,998	\$117,998	\$15,062	29.31%	\$167,645	9/9/2014	
CEDAR HILLS	CITY MANAGER/CITY ENGINEER	MAYOR AND COUNCIL	7/1/2014	2080	=	Y	22	5	2	\$83,879	\$104,848	\$125,818	\$115,731	\$115,731	\$115,731	\$8,100	16.34%	\$142,741	9/15/2014	
SARATOGA SPRINGS	CITY MANAGER		Jul-14	2080	=	N	0	0	1	\$0	\$0	\$0	\$106,575	\$114,194	\$110,081	\$13,527	26.12%	\$152,361	9/22/2014	
PAYSON	CITY MANAGER	MAYOR AND COUNCIL	Jul-14	2080	>	Y	150	10	1	\$85,971	\$98,884	\$111,797	\$93,579	\$93,579	\$93,579	\$21,355	26.15%	\$139,405	9/9/2014	
SANTAQUIN	CITY MANAGER	MAYOR AND CITY COUNCIL	Jul-11	2080	=	Y	70	6	1	\$79,339	\$98,951	\$118,563	\$91,302	\$91,302	\$91,302	\$16,466	24.94%	\$130,539	6/11/2014	
Average										\$91,472	\$112,616	\$133,760	\$117,146	\$117,908	\$117,496	\$13,955	23.94%	\$159,572		
LONDON	City Administrator		Jul-14	2080	=	Y	0	0	1	\$90,002	\$112,382	\$134,763	\$111,634	\$111,634	\$111,634	\$17,569	30.66%	\$163,435	9/30/2014	
Difference										(\$1,470)	(\$234)	\$1,003	(\$5,512)	(\$6,274)	(\$5,862)	\$3,614	6.72%	\$3,863		
Difference %										-1.63%	-0.21%	0.74%	-4.94%	-5.62%	-5.25%	20.57%	21.92%	2.36%		
# of Respondents										8	8	8	10	10	10	10	10	10		
Standard Deviation										\$10,447	\$13,022	\$16,075	\$15,571	\$15,178	\$15,345	\$3,793	7.07%	\$20,457		
Standard Error										\$3,694	\$4,604	\$5,683	\$4,924	\$4,800	\$4,852	\$1,199	2.24%	\$6,469		



Statistics	
	Normal(112615, 13022)
Cell	City Administrator!U6
Minimum	-∞
Maximum	+∞
Mean	112,615.00
Mode	112,615.00
Median	112,615.00
Std Dev	13,022.00
Skewness	0.0000
Kurtosis	3.0000
Left X	-∞
Left P	0.0%
Right X	112,382
Right P	49.3%
Dif. X	+∞
Dif. P	49.3%
1%	82,321.30
5%	91,195.72
10%	95,926.64
15%	99,118.56
20%	101,655.41
25%	103,831.79
30%	105,786.76

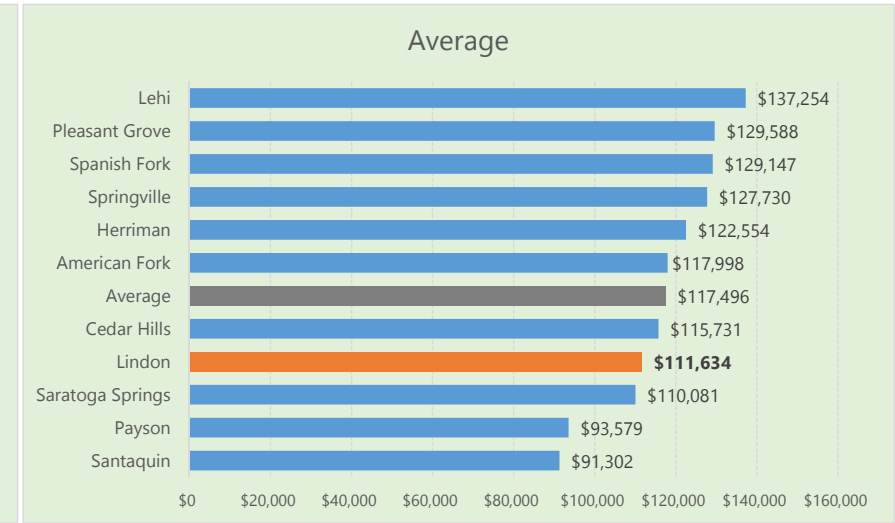
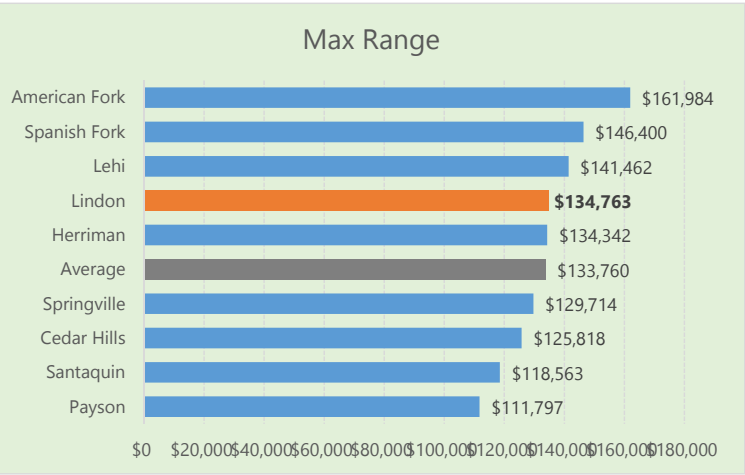
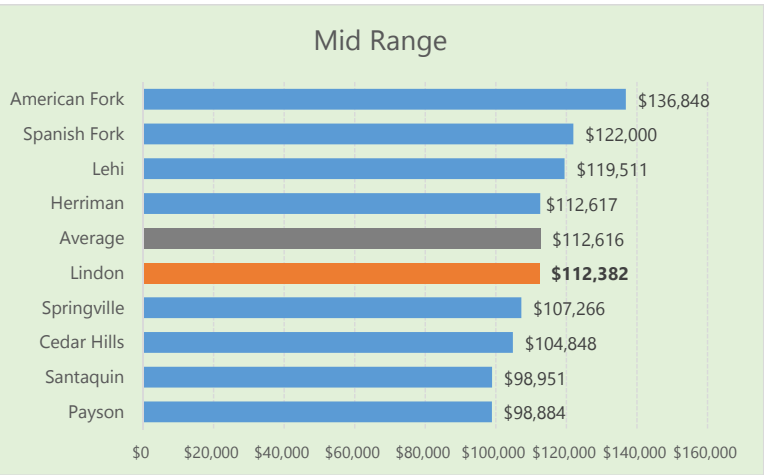
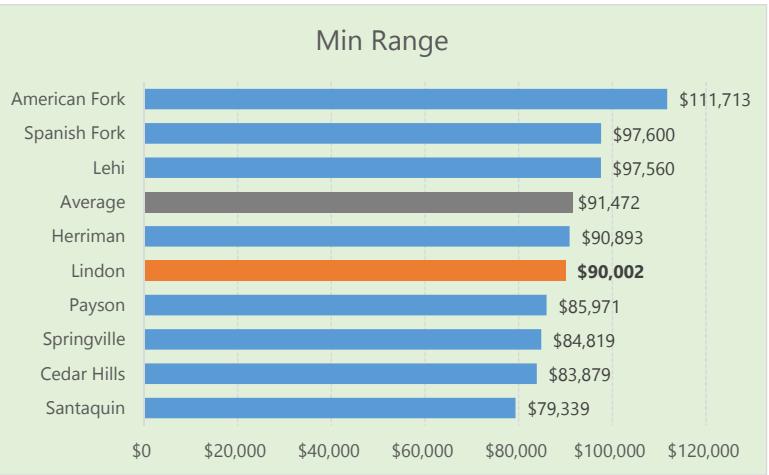
Range

Santaquin	Min Range	\$79,339
Cedar Hills	\$83,879	
Springville	\$84,819	
Payson	\$85,971	
London	\$90,002	
Herriman	\$90,893	
Average	\$91,472	
Lehi	\$97,560	
Spanish Fork	\$97,600	
American Fork	\$111,713	
Payson	Mid Range	\$98,884
Santaquin	\$98,951	
Cedar Hills	\$104,848	
Springville	\$107,266	
London	\$112,382	
Average	\$112,616	
Herriman	\$112,617	
Lehi	\$119,511	
Spanish Fork	\$122,000	
American Fork	\$136,848	

Payson	Max Range	\$111,797
Santaquin	\$118,563	
Cedar Hills	\$125,818	
Springville	\$129,714	
Average	\$133,760	
Herriman	\$134,342	
London	\$134,763	
Lehi	\$141,462	
Spanish Fork	\$146,400	
American Fork	\$161,984	

Actual

Santaquin	Low	\$91,302
Payson	\$93,579	
Saratoga Springs	\$106,575	
London	\$111,634	
Cedar Hills	\$115,731	
Average	\$117,146	
American Fork	\$117,998	



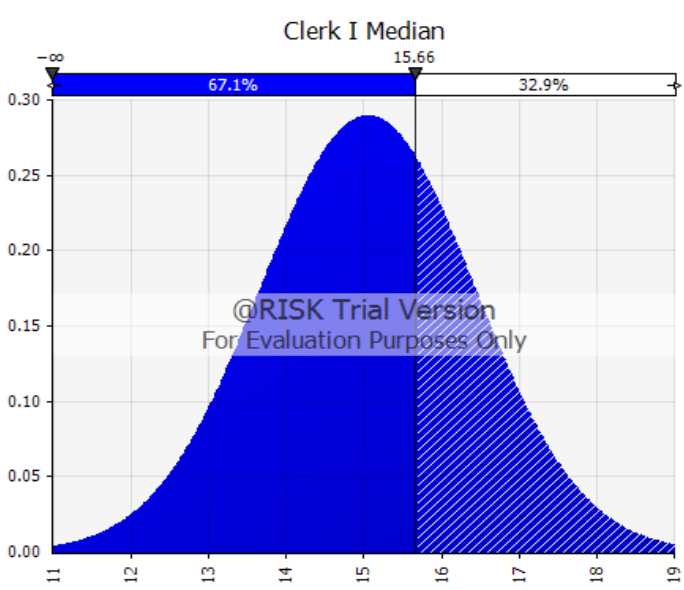
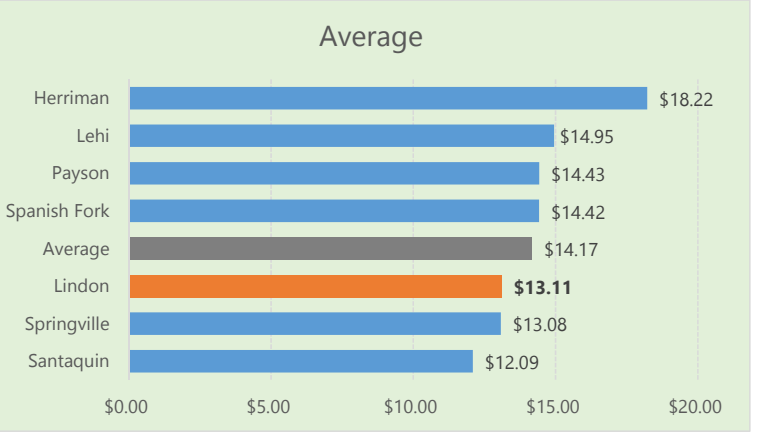
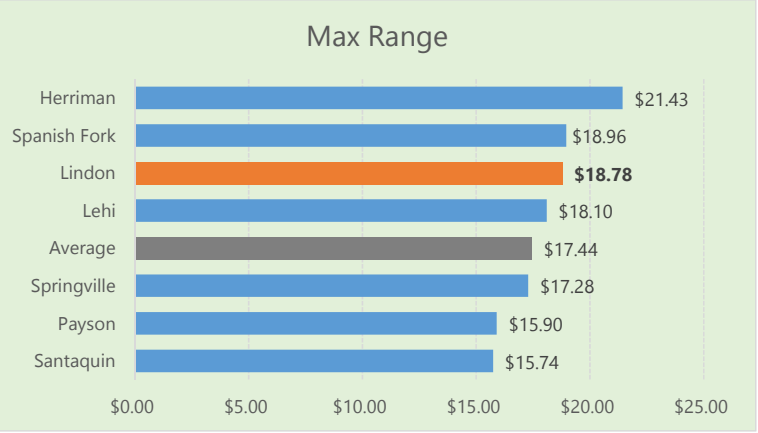
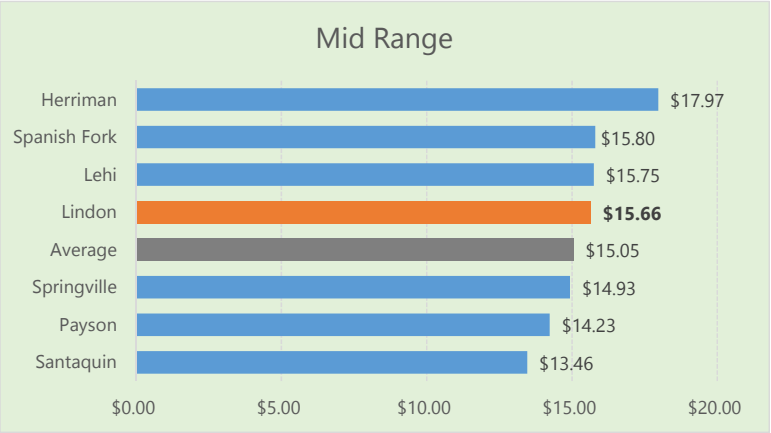
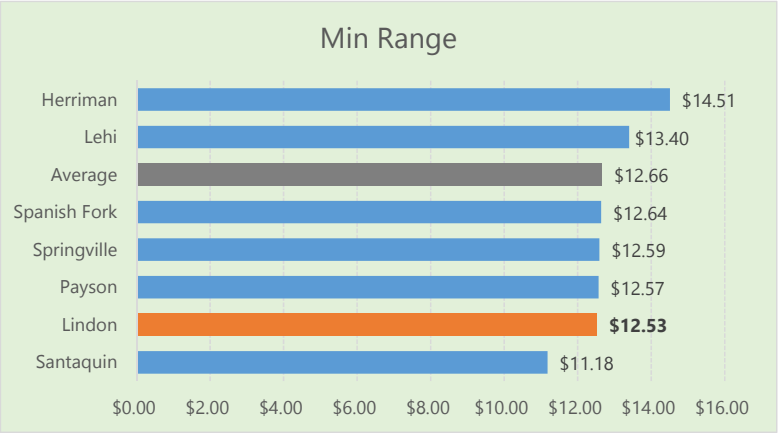
Job # 760 - CLERK / CASHIER															
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
									Min	Mid	Max	Low	High	Avg	Updated
PAYSON	LANDFILL ATTENDANT	STREETS/LANDFILL SUPERINTENDENT	Jul-14	2080 <	N	0	0	2	\$12.57	\$14.23	\$15.90	\$14.21	\$15.45	\$14.55	9/9/2014
LEHI	CUSTOMER SERVICE CLERK	City Treasurer	Jul-14	2080 N	N	0	0	2	\$12.94	\$15.21	\$17.47	\$14.01	\$14.37	\$14.19	9/22/2014
SPRINGVILLE	CUSTOMER SERVICE CLERK 1		Jul-14	1040 =	N	0	0	2	\$12.59	\$14.93	\$17.28	\$13.01	\$13.65	\$13.33	9/2/2014

Job # 1035 - COURT CLERK I															
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
									Min	Mid	Max	Low	High	Avg	Updated
HERRIMAN	Court Clerk I		Jul-14	2080 =	N	0	0	1	\$14.51	\$17.97	\$21.43	\$18.22	\$18.22	\$18.22	9/16/2014
LEHI	COURT CLERK I	Senior Court Clerk	Jul-14	2080 N	N	0	0	2	\$13.86	\$16.29	\$18.72	\$14.78	\$16.64	\$15.71	9/22/2014
PAYSON	COURT CLERK I,II	JUSTICE COURT JUDGE	Jul-14	2080 =	N	0	0	1	\$12.57	\$14.23	\$15.90	\$14.30	\$14.30	\$14.30	9/9/2014
SPRINGVILLE	P/T ONLY - ASST. COURT CLERK		Jul-14	1040 =	N	0	0	3	\$12.59	\$14.93	\$17.28	\$12.71	\$12.97	\$12.82	9/2/2014
SANTAQUIN	COURT CLERK I	ADMINISTRATIVE SERVICES DIRECTOR	Jul-11	832 =	N	0	0	0	\$11.18	\$13.46	\$15.74	\$11.70	\$11.70	\$11.70	6/11/2014

Job # 2305 - GENERAL OFFICE ASSISTANT I (CLERK / TYPIST)															
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
									Min	Mid	Max	Low	High	Avg	Updated
SPANISH FORK	OFFICE CLERK		Oct-13	2080 =	N	0	0	10	\$12.64	\$15.80	\$18.96	\$13.43	\$19.23	\$14.42	6/13/2014
SANTAQUIN	OFFICE CLERK	FUNCTIONAL AREA DIRECTOR	Jul-11	1040 =	N	0	0	0	\$11.18	\$13.46	\$15.74	\$11.00	\$14.75	\$12.48	6/11/2014
Average									\$12.66	\$15.05	\$17.44	\$13.74	\$15.13	\$14.17	
LINDON	Combined Clerk I *Average of Clerk I/Admin & Finance, Clerk I/Court, Comm. Dev. Clerk I		Jul-14	2080 =	N	0	0	0	\$12.53	\$15.66	\$18.78	\$12.53	\$13.59	\$13.11	9/30/2014
Difference									(\$0.13)	\$0.60	\$1.34	(\$1.21)	(\$1.54)	(\$1.06)	
Difference %									-1.06%	3.86%	7.12%	-9.63%	-11.32%	-8.07%	
# of Respondents									10	10	10	10	10	10	
Standard Deviation									\$1.02	\$1.38	\$1.84	\$1.98	\$2.33	\$1.84	
Standard Error									\$0.32	\$0.44	\$0.58	\$0.62	\$0.74	\$0.58	

Range

Santaquin	Min Range	\$11.18
Lindon		\$12.53
Payson		\$12.57
Springville		\$12.59
Spanish Fork		\$12.64
Average		\$12.66
Lehi		\$13.40
Herriman		\$14.51
Santaquin	Mid Range	\$13.46
Payson		\$14.23
Springville		\$14.93
Average		\$15.05
Lindon		\$15.66
Lehi		\$15.75
Spanish Fork		\$15.80
Herriman		\$17.97
Santaquin	Max Range	\$15.74
Payson		\$15.90
Springville		\$17.28
Average		\$17.44
Lehi		\$18.10
Lindon		\$18.78
Spanish Fork		\$18.96
Herriman		\$21.43
Santaquin	Low	\$11.35
Lindon		\$12.53
Springville		\$12.86
Spanish Fork		\$13.43



Statistics	
Cell	Normal(15.051,1.3777)
Minimum	-∞
Maximum	+∞
Mean	15.0510
Mode	15.0510
Median	15.0510
Std Dev	1.3777
Skewness	0.0000
Kurtosis	3.0000
Left X	-∞
Left P	0.0%
Right X	15.66
Right P	67.1%
Dif. X	+∞
Dif. P	67.1%
1%	11.8460
5%	12.7849
10%	13.2854
15%	13.6231
20%	13.8915
25%	14.1218
30%	14.3285

Job # 2300 - ADMINISTRATIVE SECRETARY

										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
SPANISH FORK			Jun-14	2080	N	0	0	4	\$32,323	\$40,404	\$48,485	\$21,943	\$46,162	\$38,207	\$12,034	25.59%	\$60,019	8/5/2014	
PLEASANT GROVE	ADMINISTRATIVE SERVICES CLERK/COMM DEV	Community Development Director	Jul-14	2080	=		0	0	2	\$0	\$0	\$0	\$36,052	\$36,969	\$36,510	\$11,768	32.81%	\$60,257	2/19/2014
PAYSON	DEPARTMENT SECRETARY PUBLIC	DEPARTMENT HEADS	Jul-14	2080	=	N	0	0	2	\$29,261	\$33,151	\$37,041	\$35,696	\$35,696	\$35,696	\$18,776	26.15%	\$63,807	9/9/2014
AMERICAN FORK	WORKS/RECREATION SECRETARY		Jul-14	2080		N	0	0	0	\$30,592	\$37,475	\$44,358	\$30,596	\$38,812	\$34,243	\$15,062	29.31%	\$59,341	9/10/2014
HERRIMAN	Administrative Technician II		Jul-14	2080	=	N	0	0	1	\$30,187	\$37,381	\$44,575	\$32,343	\$32,343	\$32,343	\$9,861	7.65%	\$44,678	9/16/2014
SANTAQUIN	DEPT ADMINISTRATIVE ASSITANT	DEPARTMENT HEADS	Jul-11	2080	=	N	0	0	2	\$30,664	\$37,266	\$43,869	\$34,091	\$30,139	\$32,115	\$16,466	24.94%	\$56,591	6/11/2014
LEHI	ADMINISTRATIVE SECRETARY	N	Jul-14	2080	N	N	0	0	6	\$28,837	\$33,884	\$38,930	\$28,869	\$32,672	\$31,491	\$14,838	24.17%	\$53,941	9/22/2014

Job # 2325 - EXECUTIVE SECRETARY

										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
HERRIMAN	Operations Administrative Coordinator		Jul-14	2080	=	N	0	0	1	\$46,142	\$56,491	\$66,840	\$48,957	\$48,957	\$48,957	\$9,861	7.65%	\$62,564	9/16/2014
AMERICAN FORK	PUBLIC WORKS EXECUTIVE SECRETARY		Jul-13	2080	N	0	0	1		\$33,864	\$42,330	\$50,796	\$46,363	\$46,363	\$46,363	\$15,062	29.31%	\$75,014	12/15/2013
SPRINGVILLE	EXECUTIVE SECRETARY	Department Director	Jul-14	2080	=	N	0	0	6	\$32,130	\$38,956	\$45,783	\$41,562	\$46,072	\$43,816	\$16,540	26.30%	\$71,880	9/3/2014
PAYSON	EXECUTIVE SECRETARY/DEPUTY CITY RECORDER	CITY ATTORNEY, CITY FINANCE DIR, CITY MANAGER	Jul-14	2080	<	N	0	0	1	\$33,967	\$38,670	\$43,374	\$42,453	\$42,453	\$42,453	\$18,776	26.15%	\$72,331	9/9/2014
SPANISH FORK	Department Secretary			2080	=	N	0	0	9	\$30,323	\$39,404	\$48,484	\$0	\$0	\$0	\$12,034	25.59%	\$0	9/3/2014

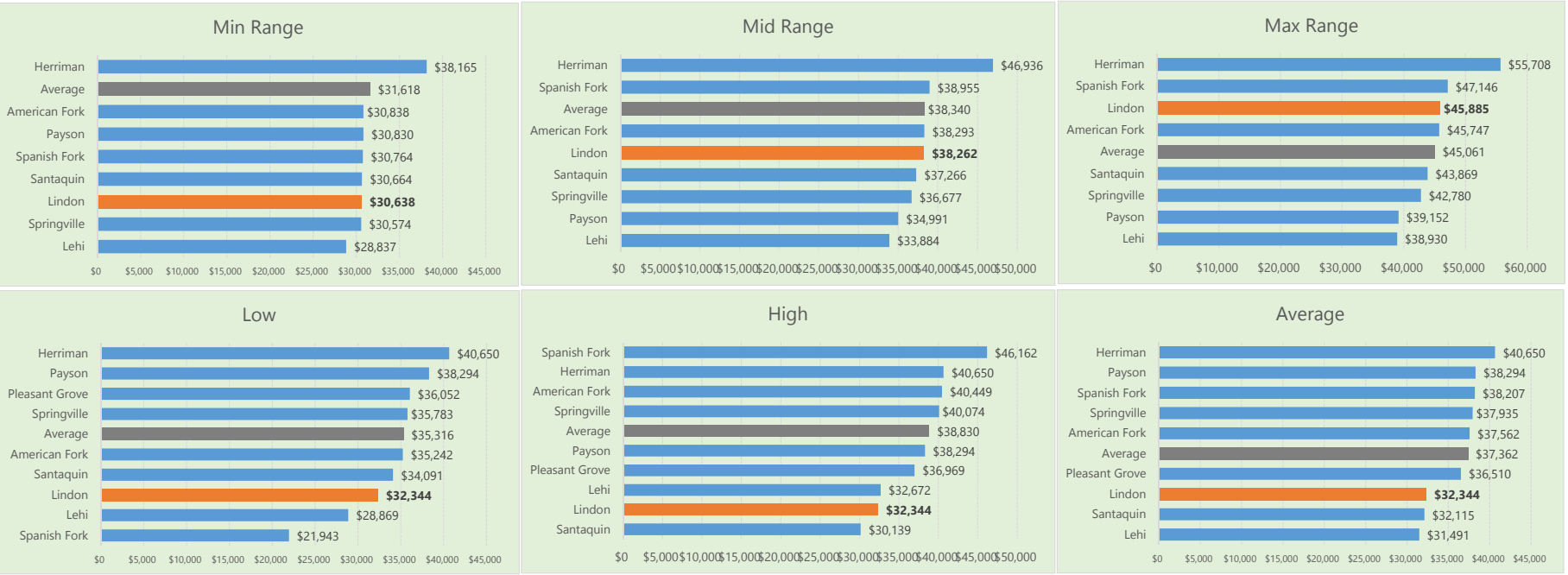
Job # 2355 - SECRETARY II

Range										Actual									
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
PAYSON	Department Secretary	Department Heads	Jul-14	2080	>	N	0	0	1	\$29,261	\$33,151	\$37,041	\$36,733	\$36,733	\$18,776	26.15%	\$65,115	9/9/2014	
AMERICAN FORK	POLICE SECRETARY		Jul-13	2080	N	0	0	3	\$28,059	\$35,074	\$42,088	\$28,766	\$36,171	\$32,081	\$15,062	29.31%	\$56,546	12/15/2013	
SPRINGVILLE	Office Assistant II		Jul-14	2080	=	N	0	0	4	\$29,018	\$34,398	\$39,777	\$30,003	\$34,075	\$32,054	26.30%	\$57,025	9/5/2014	
SPANISH FORK	DIVISION SECRETARY		Oct-13	2080	=	N	0	0	4	\$29,647	\$37,058	\$44,470	\$0	\$0	\$0	\$12,034	25.59%	\$0	8/5/2014

		Average						\$31,618	\$38,340	\$45,061	\$35,316	\$38,830	\$37,362	\$14,593	24.56%	\$61,365		
LINDON	Clerk II		2080	=	N	0	0	2	\$30,638	\$38,262	\$45,885	\$32,344	\$32,344	\$32,344	\$17,569	30.66%	\$59,830	11/26/2014
Difference									(\$980)	(\$78)	\$824	(\$2,972)	(\$6,486)	(\$5,018)	\$2,976	6.10%	(\$1,535)	
Difference %									-3.20%	-0.20%	1.80%	-9.19%	-20.05%	-15.51%	16.94%	19.89%	-2.57%	
# of Respondents									15	15	15	14	14	14	16	16	14	
Standard Deviation									\$4,392	\$5,705	\$7,268	\$7,467	\$6,086	\$5,822	\$3,019	6.95%	\$8,058	
Standard Error									\$1,134	\$1,473	\$1,877	\$1,996	\$1,627	\$1,556	\$755	1.74%	\$2,154	

Range

Lehi	\$28,837
Springville	\$30,574
Lindon	\$30,638
Santaquin	\$30,664
Spanish Fork	\$30,764
Payson	\$30,830
American Fork	\$30,838
Average	\$31,618
Herriman	\$38,165
Lehi	\$33,884
Payson	\$34,991
Springville	\$36,677
Santaquin	\$37,266
Lindon	\$38,262
American Fork	\$38,293
Average	\$38,340
Spanish Fork	\$38,955
Herriman	\$46,936
Lehi	\$38,930
Payson	\$39,152
Springville	\$42,780
Santaquin	\$43,869
Average	\$45,061
American Fork	\$45,747
Lindon	\$45,885
Spanish Fork	\$47,146
Herriman	\$55,708
Actual	
Spanish Fork	\$21,943



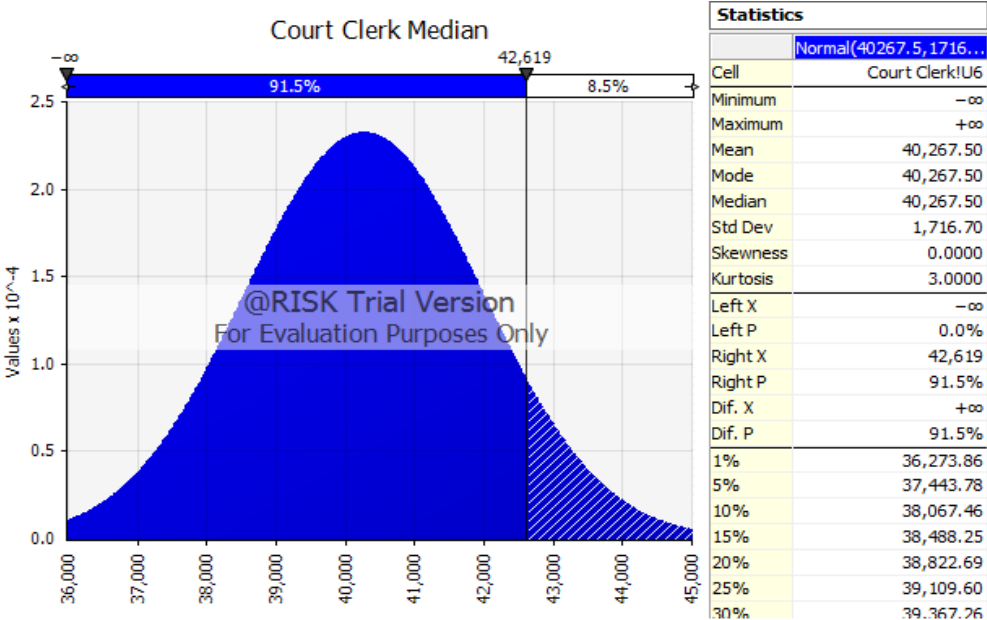
Job # 1042 - SENIOR COURT CLERK

										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
LEHI	SENIOR COURT CLERK	Judge	Jul-14	2080	N	N	0	0	1	\$35,628	\$42,754	\$49,879	\$49,355	\$49,355	\$49,355	\$14,838	24.17%	\$76,122	9/22/2014
PAYSON	Lead Court Clerk	Justice Court Judge	Jul-14	2080	=	N	1	1	1	\$33,967	\$38,670	\$43,374	\$40,643	\$40,643	\$40,643	\$18,776	26.15%	\$70,048	9/9/2014
SARATOGA SPRINGS	COURT CLERK- LEAD		Jul-14	2080	=	N	0	0	1	\$0	\$0	\$0	\$37,026	\$38,382	\$37,369	\$13,527	26.12%	\$60,657	9/22/2014

Job # 1045 - COURT CLERK SUPERVISOR

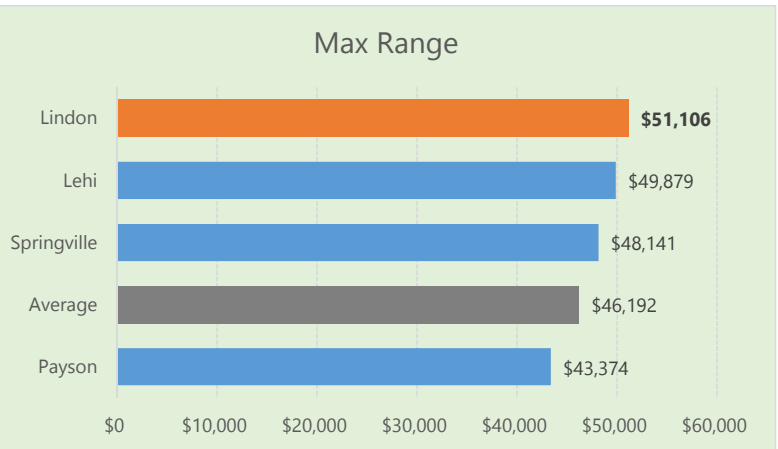
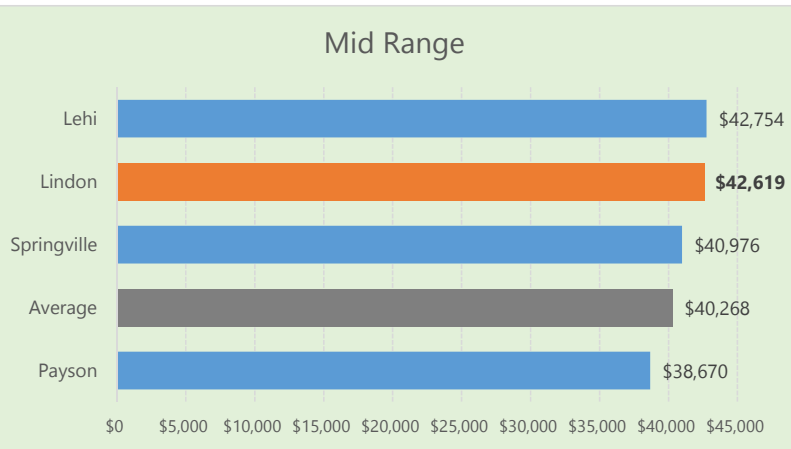
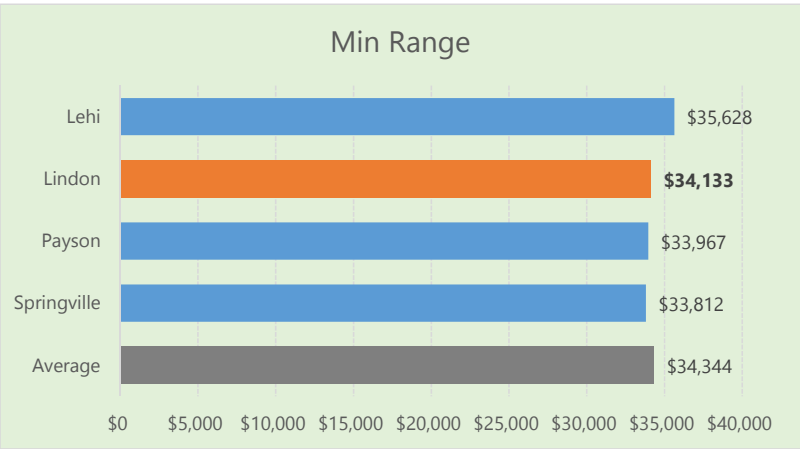
										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
SPRINGVILLE	COURT CLERK SUPERVISOR LEAD JUSTICE COURT CLERK	Operations Manager	Jul-14	2080	=	N	4	0	1	\$33,812	\$40,976	\$48,141	\$45,370	\$45,370	\$45,370	\$16,540	26.30%	\$73,843	9/2/2014
PLEASANT GROVE		Justice Court Judge	Jul-14	2080	=	N	0	0	1	\$0	\$0	\$0	\$37,648	\$37,648	\$37,648	\$11,768	32.81%	\$61,768	2/19/2014
PAYSON		JUSTICE COURT JUDGE	Jul-14	2080	=	N	0	0	1	\$33,967	\$38,670	\$43,374	\$37,505	\$37,505	\$37,507	\$18,776	26.15%	\$66,091	9/9/2014
Average										\$34,344	\$40,268	\$46,192	\$41,258	\$41,484	\$41,315	\$15,704	26.95%	\$68,088	
LINDON	Court Clerk		Jul-14	2080	=	N	0	0	1	\$34,133	\$42,619	\$51,106	\$35,069	\$35,069	\$35,069	\$17,569	30.66%	\$63,391	9/30/2014

Difference										(\$211)	\$2,352	\$4,914	(\$6,189)	(\$6,415)	(\$6,246)	\$1,865	3.71%	(\$4,697)
Difference %										-0.62%	5.52%	9.62%	-17.65%	-18.29%	-17.81%	10.61%	12.10%	-7.41%
# of Respondents										4	4	4	6	6	6	6	6	6
Standard Deviation										\$859	\$1,982	\$3,330	\$5,057	\$4,857	\$5,001	\$2,848	2.98%	\$6,335
Standard Error										\$429.72	\$991	\$1,665	\$2,065	\$1,983	\$2,042	\$1,163	1.22%	\$2,586



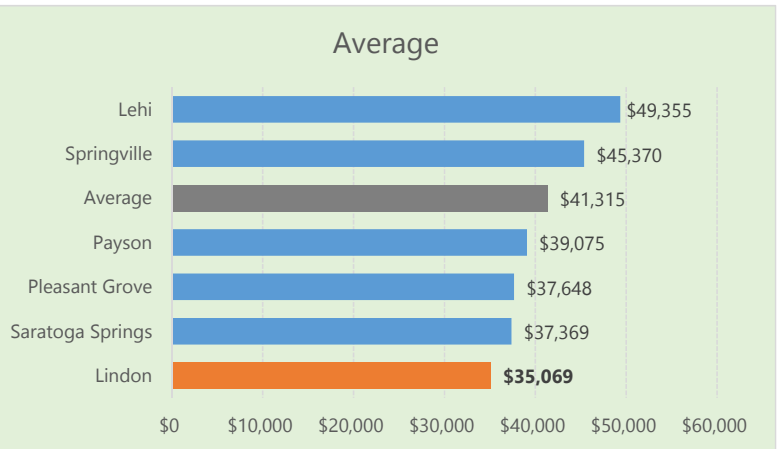
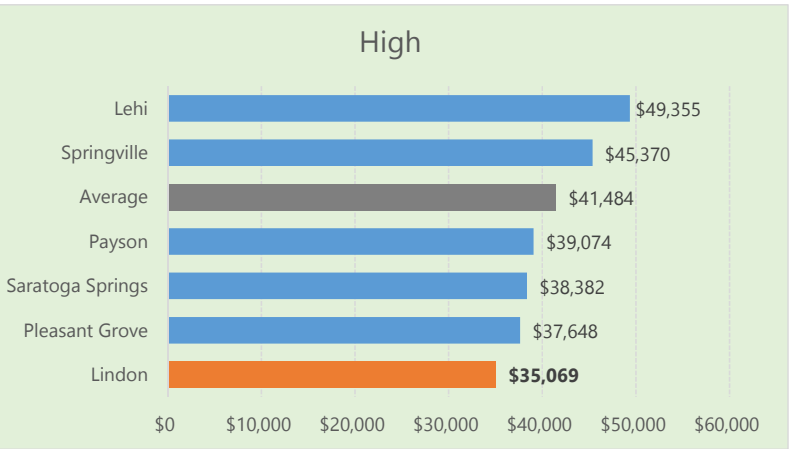
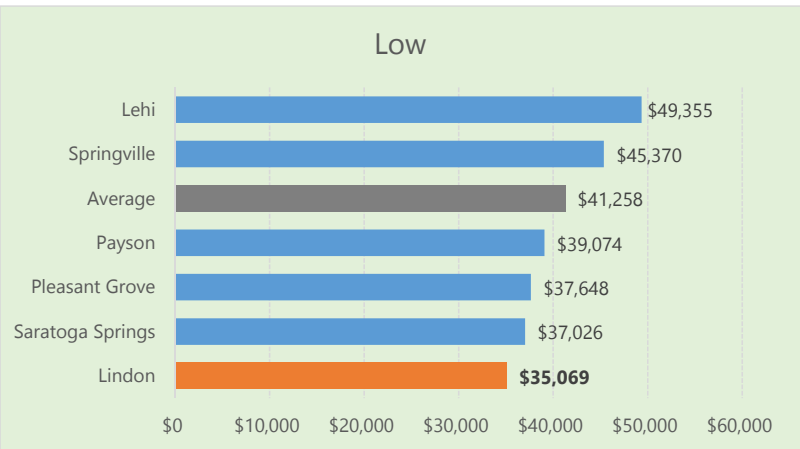
Range

Average	\$34,344
Springville	\$33,812
Payson	\$33,967
Lindon	\$34,133
Lehi	\$35,628
Mid Range	
Payson	\$38,670
Average	\$40,268
Springville	\$40,976
Lindon	\$42,619
Lehi	\$42,754
Max Range	
Payson	\$43,374
Average	\$46,192
Springville	\$48,141
Lehi	\$49,879
Lindon	\$51,106

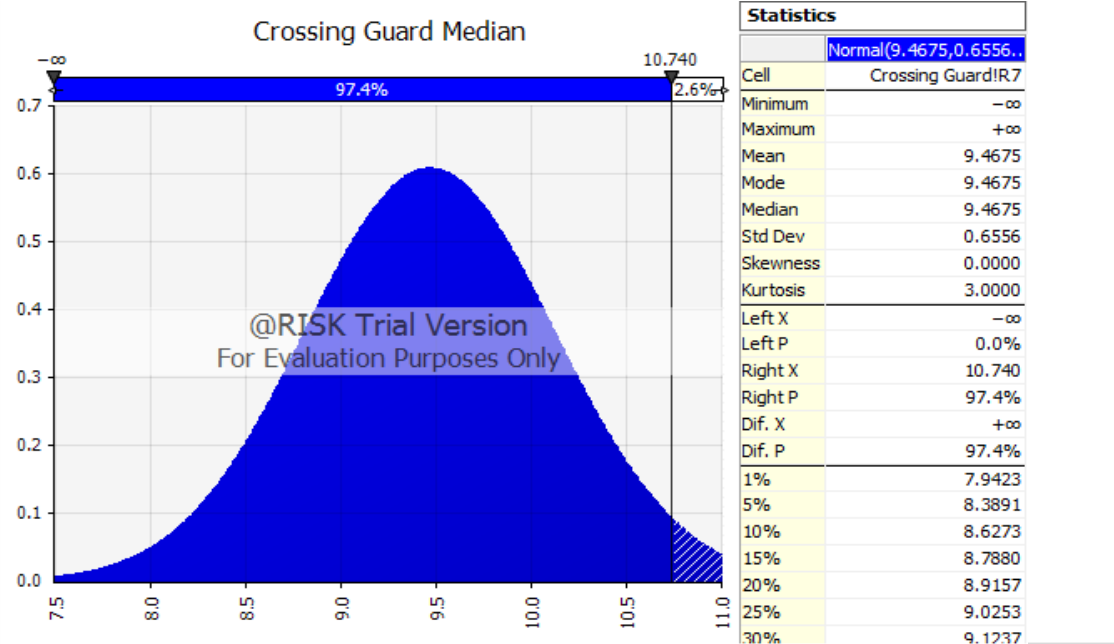


Actual

Low	
Lindon	\$35,069
Saratoga Springs	\$37,026
Pleasant Grove	\$37,648
Payson	\$39,074
Average	\$41,258
Springville	\$45,370
Lehi	\$49,355
High	
Lindon	\$35,069
Pleasant Grove	\$37,648
Saratoga Springs	\$38,382
Payson	\$39,074
Average	\$41,484



Job # 1610 - CROSSING GUARD																
										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Updated
SANTAQUIN	CROSSING GUARD	POLICE CHIEF	72011	1248	=	N	0	0	0	\$8.48	\$10.47	\$12.46	\$8.22	\$8.22	\$8.22	6/11/2014
SPRINGVILLE	CROSSING GUARD	N	Jul-14	1040	N	N	0	0	7	\$8.06	\$9.62	\$11.18	\$8.14	\$8.14	\$8.14	9/2/2014
CEDAR HILLS	CROSSING GUARD		Mar-11	2080	=	N	0	0	4	\$8.00	\$9.00	\$10.00	\$8.00	\$8.00	\$8.00	3/15/2011
EAGLE MOUNTAIN	CROSSING GUARD	HUMAN RESOURCES COORDINATOR	Jul-12	356	=	N	0	0	15	\$7.47	\$8.78	\$10.08	\$7.47	\$8.32	\$7.55	7/3/2012
Average										\$8.00	\$9.47	\$10.93	\$7.96	\$8.17	\$7.98	
LINDON	Crossing Guard		Jul-14	2080	=	N	0	0	0	\$8.60	\$10.74	\$12.88	\$8.60	\$10.11	\$9.34	9/30/2014
Difference										\$0.60	\$1.27	\$1.95	\$0.64	\$1.94	\$1.36	
Difference %										6.95%	11.85%	15.14%	7.47%	19.19%	14.59%	
# of Respondents										4	4	4	4	4	4	
Standard Deviation										\$0.41	\$0.76	\$1.15	\$0.34	\$0.14	\$0.30	
Standard Error										\$0.21	\$0.38	\$0.58	\$0.17	\$0.07	\$0.15	





Job # 2020 - PUBLIC WORKS ASSISTANT DIRECTOR																			
										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
SPANISH FORK	Assistant Public Works Director	Public Works Director		2080	=	N	0	0	0	\$70,400	\$88,000	\$105,600	\$0	\$0	\$0	\$12,034	25.59%	\$0	8/26/2014

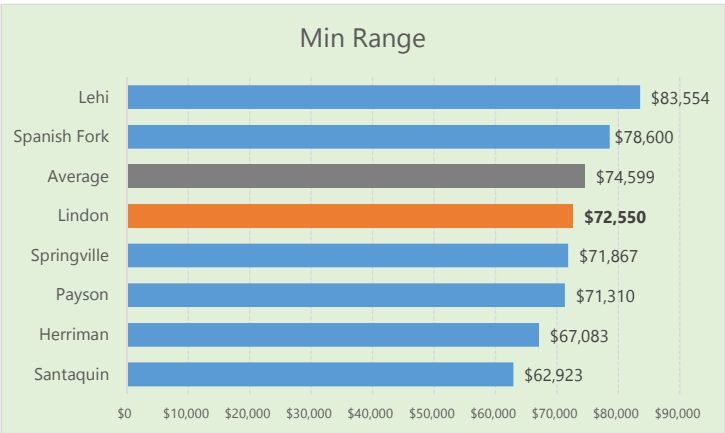
Job # 2025 - PUBLIC WORKS DIRECTOR /GENERAL MANAGER																			
										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
SPANISH FORK	PUBLIC WORKS DIRECTOR		Oct-13	2080	=	N	0	0	1	\$86,800	\$108,500	\$130,200	\$110,677	\$110,677	\$110,677	\$12,034	25.59%	\$151,036	8/5/2014
SPRINGVILLE	PUBLIC WORKS DIRECTOR	City Administrator	Jul-14	2080	N	N	0	0	1	\$71,867	\$91,576	\$111,285	\$109,203	\$109,203	\$109,203	\$16,540	26.30%	\$154,464	9/4/2014
LEHI	PUBLIC WORKS DIRECTOR	City Administrator	Jul-14	2080	N	N	0	0	1	\$83,554	\$102,354	\$121,153	\$100,713	\$100,713	\$100,713	\$14,838	24.17%	\$139,894	9/22/2014
AMERICAN FORK	PUBLIC WORKS DIRECTOR		Jul-14	2080		Y	0	0	1	\$82,851	\$101,492	\$120,133	\$95,246	\$95,246	\$95,246	\$15,062	29.31%	\$138,224	9/10/2014
PLEASANT GROVE	PUBLIC WORKS DIRECTOR	City Administrator	Jul-14	2080	=	N	0	0	1	\$0	\$0	\$0	\$87,723	\$87,723	\$87,723	\$11,768	32.81%	\$128,273	2/19/2014
SARATOGA SPRINGS	PUBLIC WORKS SUPERVISOR		Jul-14	2080	=	N	0	0	1	\$0	\$0	\$0	\$77,488	\$77,488	\$77,488	\$13,527	26.12%	\$111,255	9/22/2014
SANTAQUIN	PUBLIC WORKS DIRECTOR	CITY MANNAGER	Jul-11	2080	=	Y	8	1	1	\$62,923	\$78,378	\$93,832	\$75,872	\$75,872	\$75,872	\$16,466	24.94%	\$111,261	6/11/2014
HERRIMAN	Operations Director		Jul-14	2080	=	N	0	0	1	\$67,083	\$79,264	\$91,444	\$73,868	\$73,868	\$73,868	\$9,861	7.65%	\$89,380	9/16/2014
PAYSON	PUBLIC WORKS/DEVELOPMENT SERVS DIRECTOR	CITY MANAGER	Jul-14	2080	=	N	0	10	1	\$71,310	\$81,329	\$91,348	\$71,924	\$71,924	\$71,924	\$21,355	26.15%	\$112,087	9/9/2014

		Average								\$74,599	\$91,362	\$108,124	\$89,190	\$89,190	\$89,190	\$14,349	\$0	\$126,208	
LINDON	Director of Public Works	City Administrator	Jul-14	2080	=	N	0	0	1	\$72,550	\$90,605	\$108,659	\$108,659	\$108,659	\$108,659	\$17,569	30.66%	\$159,548	9/30/2014
Difference										(\$2,049)	(\$757)	\$535	\$19,469	\$19,469	\$19,469	\$3,221	5.80%	\$33,340	
Difference %										-2.82%	-0.84%	0.49%	17.92%	17.92%	17.92%	18.33%	18.91%	20.90%	
# of Respondents										8	8	8	9	9	9	10	10	9	
Standard Deviation										\$8,668	\$11,613	\$15,031	\$15,334	\$15,334	\$15,334	\$3,288	6.55%	\$21,661	
Standard Error										\$3,064	\$4,106	\$5,314	\$5,111	\$5,111	\$5,111	\$1,040	2.07%	\$7,220	

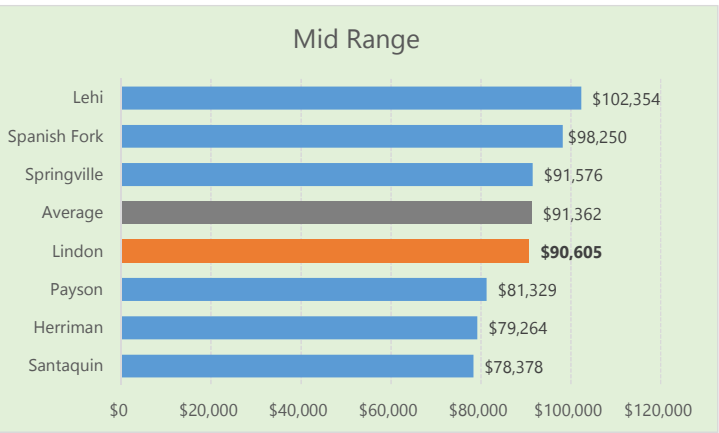
Range

Santaquin	\$62,923
Herriman	\$67,083
Payson	\$71,310
Springville	\$71,867
Lindon	\$72,550
Average	\$74,599
Spanish Fork	\$78,600
Lehi	\$83,554
Santaquin	\$78,378
Herriman	\$79,264
Payson	\$81,329
Lindon	\$90,605
Average	\$91,362
Springville	\$91,576
Spanish Fork	\$98,250
Lehi	\$102,354

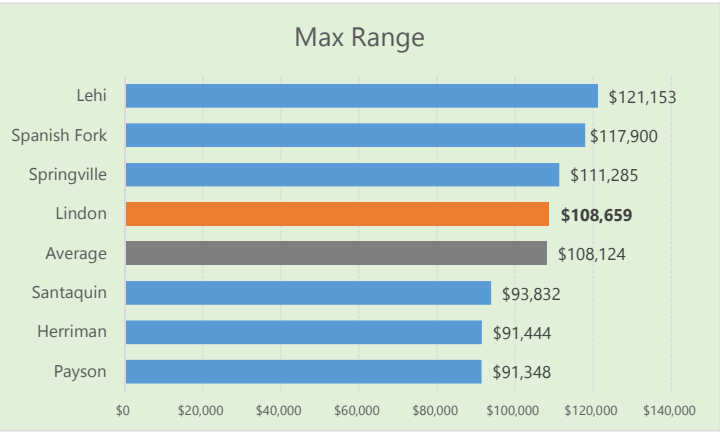
Min Range



Mid Range



Max Range



Actual

Payson	\$71,924
Herriman	\$73,868
Santaquin	\$75,872
Saratoga Spring	\$77,488
Pleasant Grove	\$87,723
Average	\$89,190
Lehi	\$100,713
Lindon	\$108,659

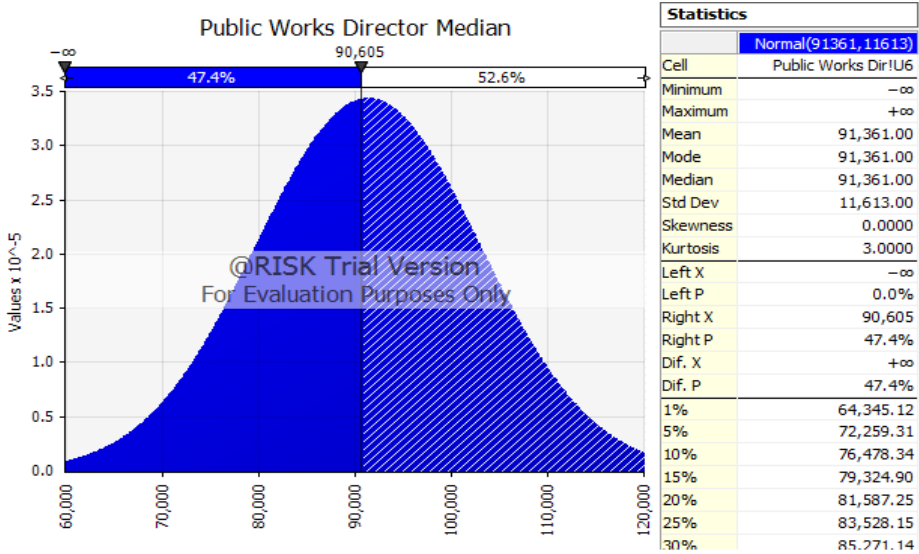
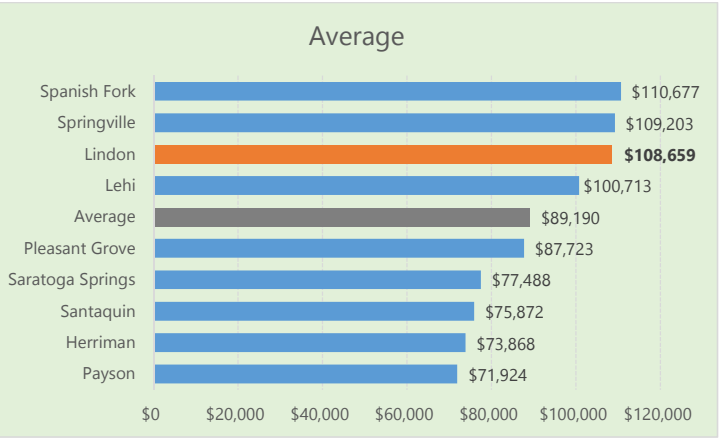
Low



High



Average



Statistics	
	Normal(91361,11613)
Cell	Public Works Dir!U6
Minimum	-∞
Maximum	+∞
Mean	91,361.00
Mode	91,361.00
Median	91,361.00
Std Dev	11,613.00
Skewness	0.0000
Kurtosis	3.0000
Left X	-∞
Left P	0.0%
Right X	90,605
Right P	47.4%
Dif. X	+∞
Dif. P	47.4%
1%	64,345.12
5%	72,259.31
10%	76,478.34
15%	79,324.90
20%	81,587.25
25%	83,528.15
30%	85,271.14

Job # 1905 - EQUIPMENT OPERATOR																			
										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
PAYSON	STREETS/LANDFILL EQUIPMENT OPERATOR	STREETS/SOLID WASTE SUPERINTENDENT	Jul-14	2080	=	N	0	0	8	\$36,213	\$39,614	\$43,014	\$34,822	\$41,228	\$38,130	\$18,776	26.15%	\$66,877	9/9/2014
PROVO	STREETS MAINTENANCE WORKER	STREETS MAINTENANCE FOREMAN	Aug-13	2080	=	N	0	0	1	\$30,492	\$36,262	\$42,033	\$32,836	\$32,836	\$32,836	\$13,733	25.26%	\$54,862	8/28/2014
SPRINGVILLE	EQUIPMENT OPERATOR II		Jul-14	2080	=	N	0	0	7	\$32,130	\$38,956	\$45,783	\$32,536	\$42,289	\$37,326	\$16,540	26.30%	\$63,683	9/3/2014

Job # 2096 - STREET MAINTENANCE OPERATOR																					
										Range			Actual								
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated		
HERRIMAN	Streets Technician II		Jul-14	2080	=	N	0	0	3	\$30,011	\$36,520	\$43,030	\$35,366	\$39,093	\$37,753	\$9,861	7.65%	\$50,502	9/16/2014		
SPRINGVILLE	STREET OOPERATOR II		Jul-14	2080	=	N	0	0	5	\$29,018	\$37,400	\$45,783	\$31,926	\$41,052	\$36,490	\$16,540	26.30%	\$62,627	9/5/2014		
PROVO	STREETS MAINTENANCE WORKER	STREETS MAINTENANCE FOREMAN	Aug-13	2080	=	N	0	0	1	\$30,492	\$36,262	\$42,033	\$32,836	\$32,836	\$32,836	\$13,733	25.26%	\$54,862	9/4/2014		
SARATOGA SPRINGS	STREET MAINTENANCE TECHNICIAN		Jul-14	2080	=	N	0	0	2	\$0	\$0	\$0	\$32,582	\$32,582	\$32,582	\$13,527	26.12%	\$54,619	9/22/2014		
PLEASANT GROVE	STREETS - UTILITY OPERATOR I & II	Streets/Storm Drain Superintendent	Jul-14	2080	>		0	0	3	\$0	\$0	\$0	\$30,338	\$30,338	\$30,338	\$11,768	32.81%	\$52,059	2/19/2014		
										Average			\$31,573	\$37,750	\$43,929	\$32,905	\$36,532	\$34,786	\$14,310	24.48%	\$57,511
LINDON	Equipment Operator		Jul-14	2080	=	N	0	0	1	\$34,133	\$42,619	\$51,106	\$48,443	\$48,443	\$48,443	\$17,569	30.66%	\$80,867	9/30/2014		

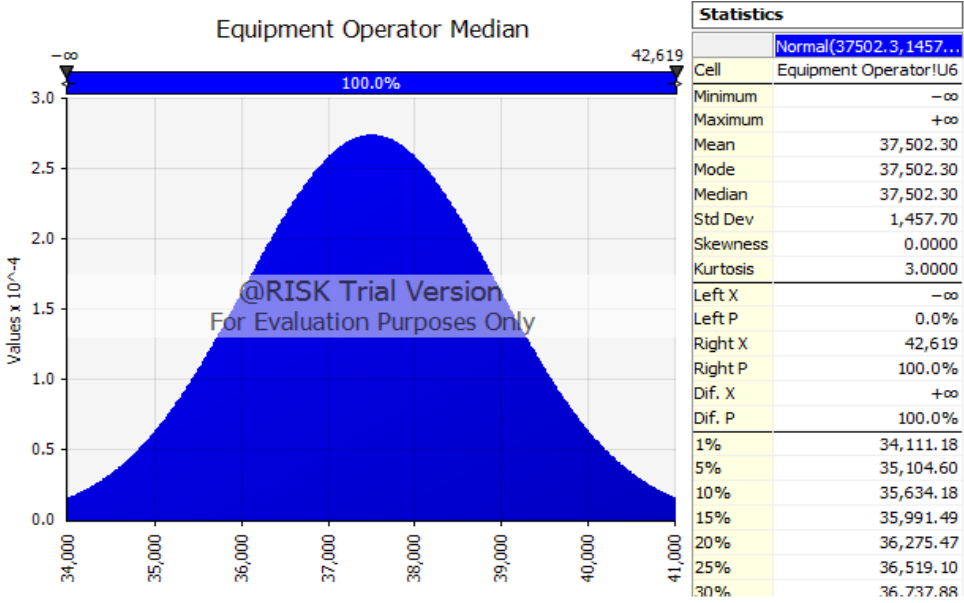
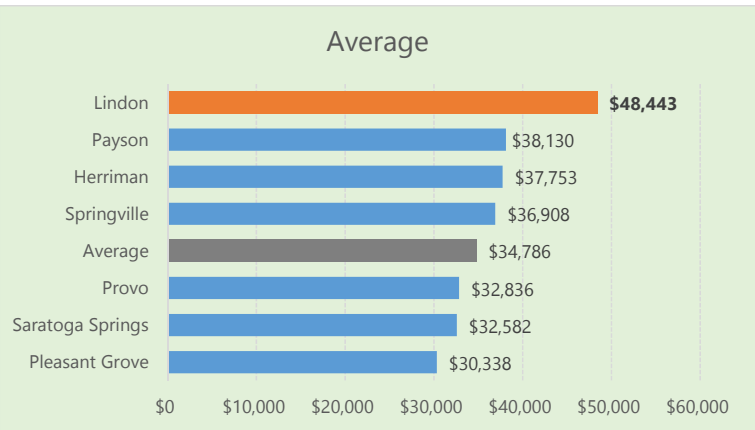
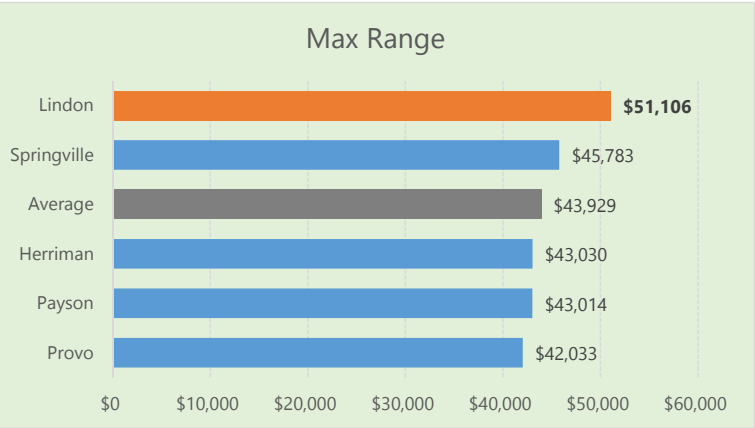
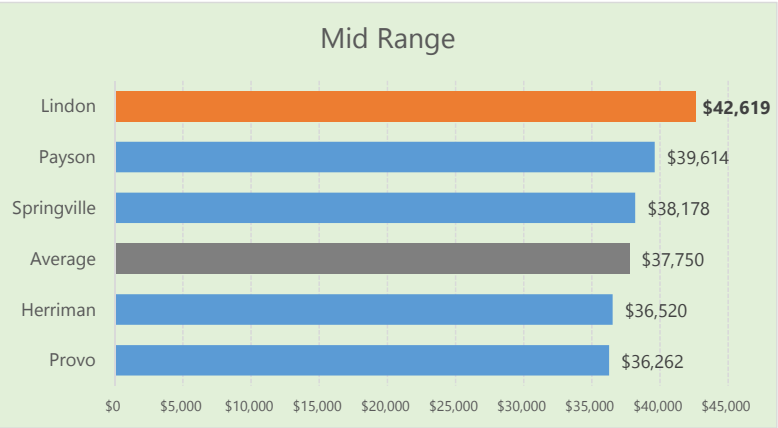
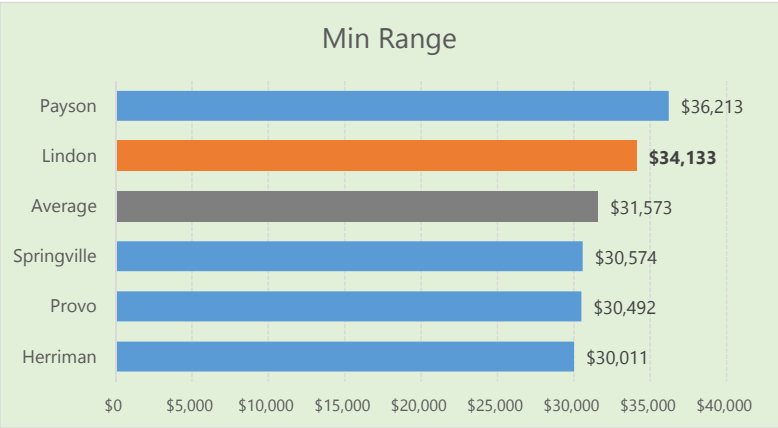
Difference	\$2,560	\$4,869	\$7,177	\$15,538	\$11,911	\$13,657	\$3,259	6.18%	\$23,356
Difference %	7.50%	11.42%	14.04%	32.07%	24.59%	28.19%	18.55%	20.15%	28.88%
# of Respondents	6	6	6	8	8	8	8	8	8
Standard Deviation	\$2,827	\$1,481	\$1,740	\$1,582	\$4,833	\$2,966	\$2,864	7.23%	\$6,015
Standard Error	\$1,154	\$605	\$710	\$559	\$1,709	\$1,049	\$1,013	2.56%	\$2,127

Range

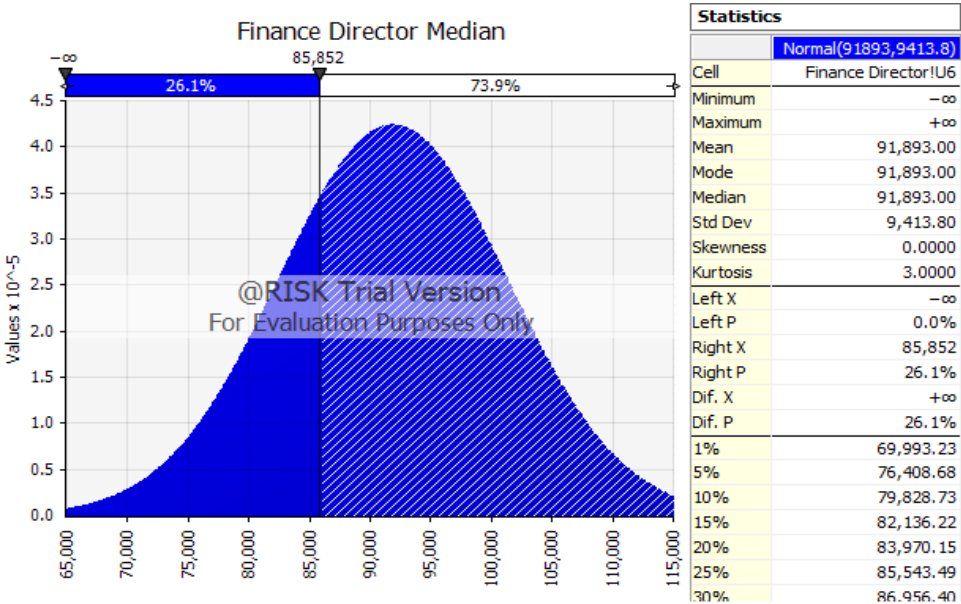
Herriman	Min Range	\$30,011
Provo		\$30,492
Springville		\$30,574
Average		\$31,573
Lindon		\$34,133
Payson		\$36,213
Provo	Mid Range	\$36,262
Herriman		\$36,520
Average		\$37,750
Springville		\$38,178
Payson		\$39,614
Lindon		\$42,619
Provo	Max Range	\$42,033
Payson		\$43,014
Herriman		\$43,030
Average		\$43,929
Springville		\$45,783
Lindon		\$51,106

Actual

Pleasant Grove	Low	\$30,338
Springville		\$32,231
Saratoga Springs		\$32,582
Provo		\$32,836
Average		\$32,905
Payson		\$34,822
Herriman		\$35,366
Lindon		\$48,443
Pleasant Grove	High	\$30,338



Job # 780 - FINANCE DIRECTOR																			
										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
LEHI	FINANCE/ADMINISTRATIVE SERVICES DIRECTOR	City Administrator	Jul-14	2080	N	Y	0	0	0	\$83,554	\$102,354	\$121,153	\$120,631	\$120,631	\$120,631	\$14,838	24.17%	\$164,625	9/22/2014
PLEASANT GROVE	FINANCE DIRECTOR	City Administrator	Jul-14	2080	=	N	0	0	1	\$0	\$0	\$0	\$112,284	\$112,284	\$112,284	\$11,768	32.81%	\$160,892	2/19/2014
SPANISH FORK	FINANCE DIRECTOR		Oct-13	2080	=	N	0	0	1	\$80,800	\$101,000	\$121,200	\$111,092	\$111,092	\$111,092	\$12,034	25.59%	\$151,557	7/11/2014
SPRINGVILLE	FINANCE DIRECTOR	N	Jul-14	2080	N	N	0	0	1	\$69,146	\$87,456	\$105,765	\$97,569	\$97,569	\$97,569	\$16,540	26.30%	\$139,770	9/3/2014
AMERICAN FORK	FINANCE/BDGT OFFICER		Jul-13	2080		Y	0	0	1	\$74,916	\$93,645	\$112,374	\$90,397	\$90,397	\$90,397	\$15,062	29.31%	\$131,954	12/15/2013
PAYSON	CITY RECORDER/FINANCE DIRECTOR	CITY MANAGER	Jul-14	2080	=	N	10	4	1	\$67,580	\$76,915	\$86,250	\$77,442	\$77,442	\$77,442	\$14,755	26.15%	\$112,448	9/9/2014
HERRIMAN	Finance Director	Mayor	Jul-14	2080	=	N	0	0	1	\$72,953	\$89,988	\$107,024	\$77,391	\$77,391	\$77,391	\$9,861	7.65%	\$93,173	9/16/2014
Average										\$74,825	\$91,893	\$108,961	\$98,115	\$98,115	\$98,115	\$13,551	24.57%	\$136,346	
LINDON	Finance Director	City Administrator	Jul-14	2080	=	Y	0	0	1	\$68,744	\$85,852	\$102,960	\$80,808	\$80,808	\$80,808	\$17,569	30.66%	\$123,156	9/30/2014
Difference										(\$6,081)	(\$6,041)	(\$6,001)	(\$17,307)	(\$17,307)	(\$17,307)	\$4,018	6.09%	(\$13,190)	
Difference %										-8.85%	-7.04%	-5.83%	-21.42%	-21.42%	-21.42%	22.87%	19.87%	-10.71%	
# of Respondents										6	6	6	7	7	7	7	7	7	
Standard Deviation										\$6,327	\$9,414	\$12,960	\$17,286	\$17,286	\$17,286	\$2,360	7.99%	\$26,139	
Standard Error										\$2,583	\$3,843	\$5,291	\$6,534	\$6,534	\$6,534	\$892	3.02%	\$9,880	



**Range**

Location	Min Range	Mid Range	Max Range
Payson	\$67,580	\$76,915	\$86,250
London	\$68,744	\$85,852	\$102,960
Springville	\$69,146	\$87,456	\$105,765
Herriman	\$72,953	\$89,988	\$107,024
Average	\$74,825	\$91,893	\$108,961
American Fork	\$74,916	\$93,645	\$112,374
Spanish Fork	\$80,800	\$101,000	\$121,200
Lehi	\$83,554	\$102,354	\$121,153

**Actual**

Location	Actual
Herriman	\$77,391
Payson	\$77,442
London	\$80,808
American Fork	\$90,397

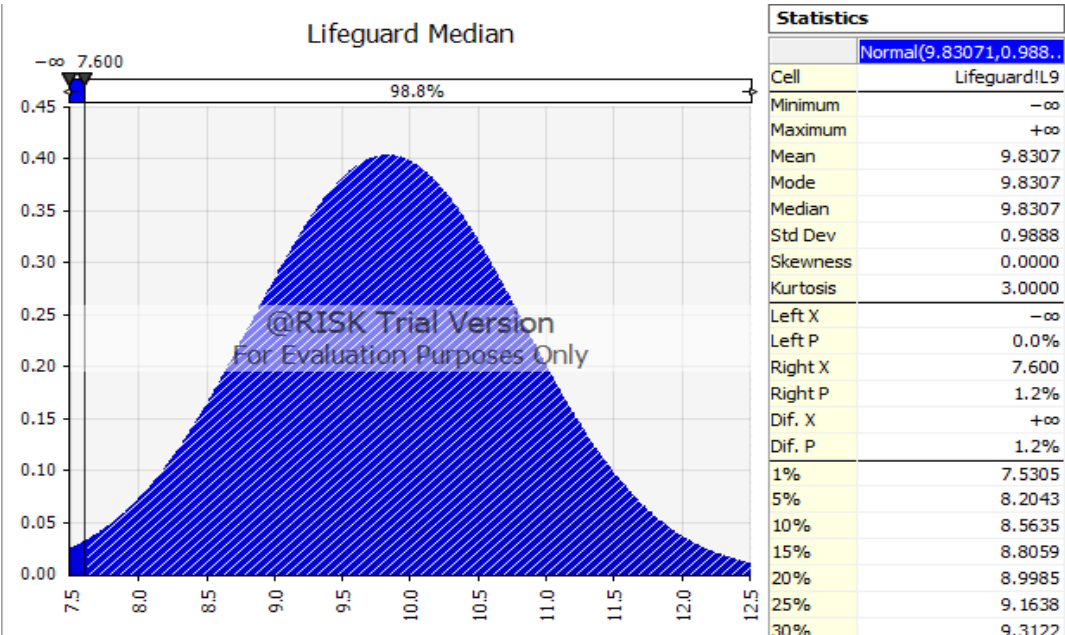
**Low**

Location	Low
Herriman	\$77,391
Payson	\$77,442
London	\$80,808
American Fork	\$90,397



Job #1215 - LIFEGUARD

Temp / Seasonal / Part-time										
				Range			Actual			
Entity	Preferred Title	Hrs/Wk	Inc	Min	Mid	Max	Min	Max	Avg	Updated
LAYTON	LIFEGUARD-PT ENTRY LEVEL	0	45	\$8.46	\$9.31	\$10.15	\$8.46	\$8.46	\$8.46	8/13/2014
MURRAY	LIFEGUARD (PART TIME/SEASONAL) - P4	19	34	\$9.30	\$11.08	\$12.85	\$9.30	\$9.30	\$9.30	9/8/2014
OGDEN	LIFEGUARD I & II	20	22	\$8.00	\$8.25	\$8.50	\$8.00	\$8.50	\$8.11	9/17/2014
PARK CITY	Lifeguard/Recreation Worker III, IV	28.8	22	\$8.00	\$10.61	\$13.22	\$8.25	\$10.75	\$8.80	8/30/2013
PROVO	AQUATICS SPECIALIST	0	29	\$7.25	\$9.26	\$11.26	\$8.00	\$10.79	\$8.21	8/12/2013
CLEARFIELD	LIFEGUARD	10	42	\$8.48	\$10.60	\$12.72	\$8.48	\$8.60	\$8.48	9/9/2014
TOOELE	AQUATIC SPECIALIST III OR DAY GUARD	0	14	\$8.94	\$9.72	\$10.50	\$9.21	\$10.50	\$9.68	9/19/2014
			Average	45	\$8.35	\$9.83	\$11.31	\$8.53	\$9.56	\$8.72
LONDON	Lifeguard	40	153	\$7.60	\$7.60	\$7.60	\$7.60	\$7.60	\$7.60	10/2/2014
Difference				108	(\$0.75)	(\$2.23)	(\$3.71)	(\$0.93)	(\$1.96)	(\$1.12)
Difference %					-9.83%	-29.35%	-48.87%	-12.22%	-25.75%	-14.74%
# of Respondents					7	7	7	7	7	7
Standard Deviation					\$0.68	\$0.99	\$1.73	\$0.53	\$1.09	\$0.58
Standard Error					\$0.26	\$0.37	\$0.65	\$0.20	\$0.41	\$0.22

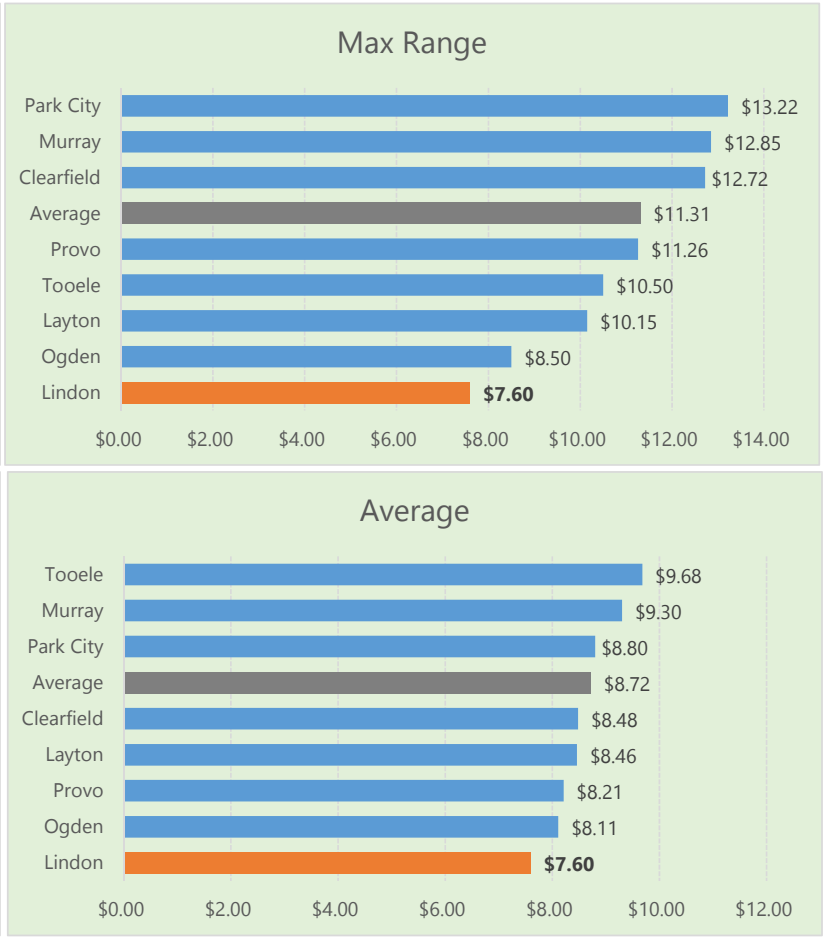
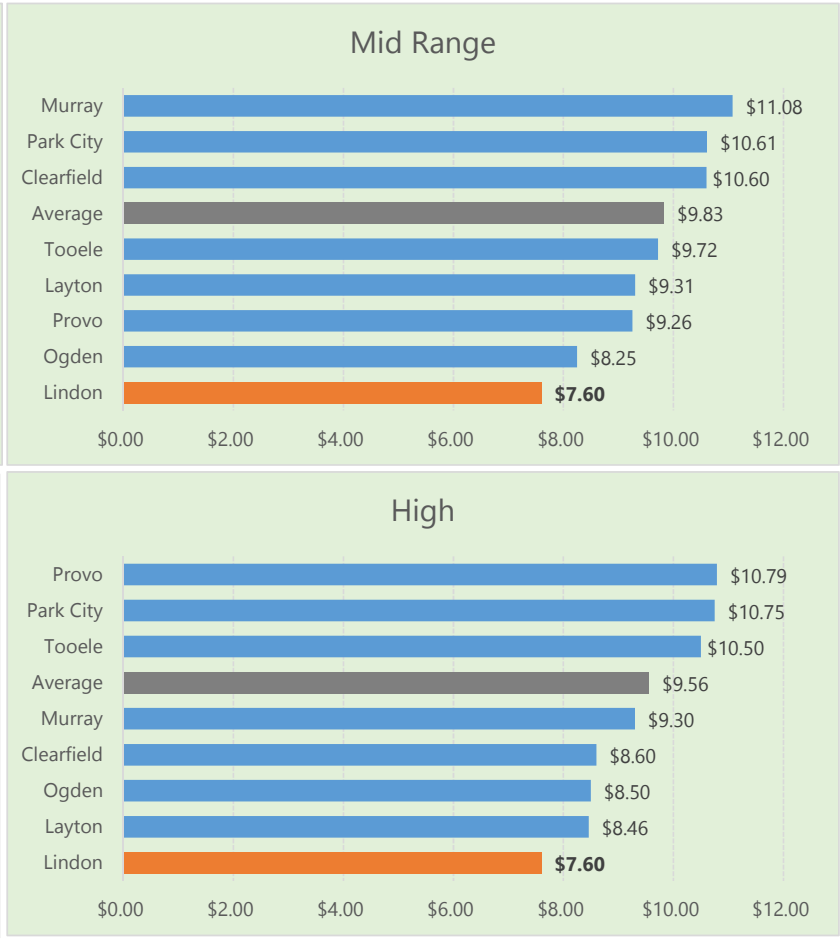
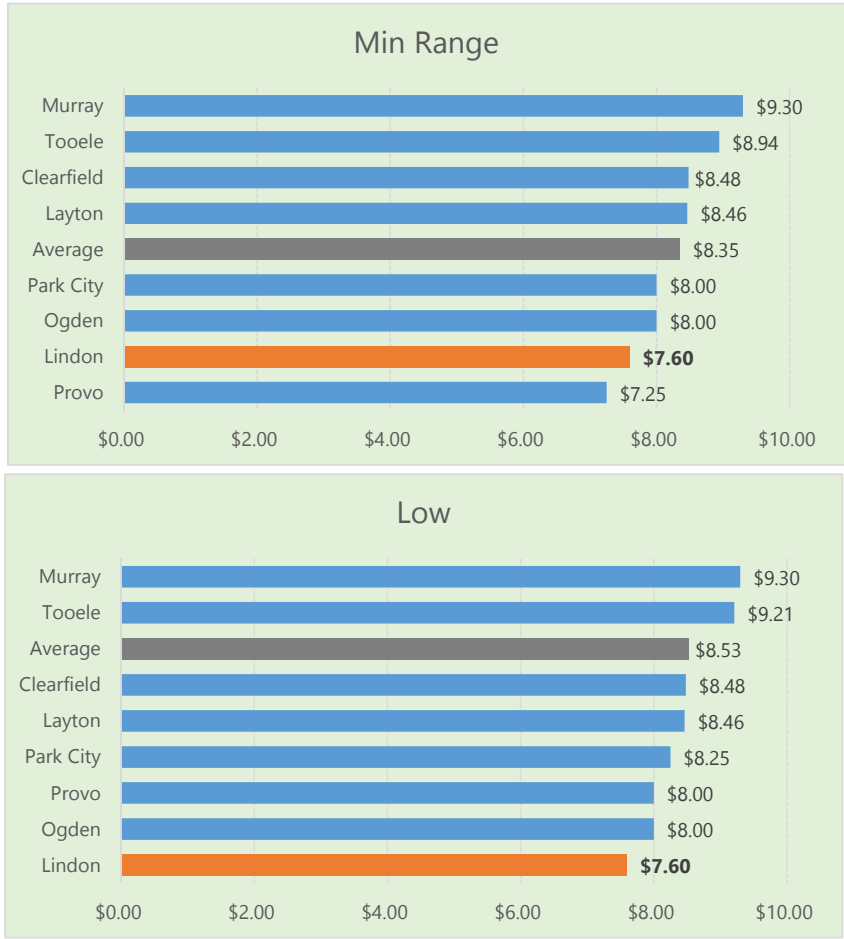


Range

Provo	\$7.25
Lindon	\$7.60
Ogden	\$8.00
Park City	\$8.00
Average	\$8.35
Layton	\$8.46
Clearfield	\$8.48
Tooele	\$8.94
Murray	\$9.30
Mid Range	
Lindon	\$7.60
Ogden	\$8.25
Provo	\$9.26
Layton	\$9.31
Tooele	\$9.72
Average	\$9.83
Clearfield	\$10.60
Park City	\$10.61
Murray	\$11.08
Max Range	
Lindon	\$7.60
Ogden	\$8.50
Layton	\$10.15
Tooele	\$10.50
Provo	\$11.26
Average	\$11.31
Clearfield	\$12.72
Murray	\$12.85
Park City	\$13.22

Actual

Lindon	\$7.60
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Job # 1250 - PARKS & RECREATION DIRECTOR

										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
SPANISH FORK	PARKS & RECREATION DIRECTOR	CITY MANAGER	Oct-13	2080	=	Y	10	10	1	\$80,800	\$101,000	\$121,200	\$110,094	\$110,094	\$110,094	\$12,034	25.59%	\$150,304	7/15/2014
PLEASANT GROVE	PARKS & RECREATION DIRECTOR	City Administrator	Jul-14	2080	=	N	0	0	1	\$0	\$0	\$0	\$85,584	\$85,584	\$85,584	\$11,768	32.81%	\$125,432	2/19/2014
PAYSON	Recreation/Community School/Leisure Serv Dir	City Manager	Jul-14	2080	>	Y	150	10	1	\$48,516	\$56,210	\$63,904	\$77,812	\$77,812	\$77,812	\$21,355	26.15%	\$119,515	9/9/2014
AMERICAN FORK	PARKS & RECREATION DIRECTOR		Jul-13	2080	=	Y	0	0	1	\$62,952	\$78,690	\$94,428	\$76,024	\$76,024	\$76,024	\$15,062	29.31%	\$113,368	12/15/2013
SPRINGVILLE	PARKS & RECREATION DIRECTOR		Jul-14	2080	=	N	0	0	1	\$61,645	\$76,910	\$92,174	\$72,192	\$72,192	\$72,192	\$16,540	26.30%	\$107,719	9/3/2014
SANTAQUIN	LEISURE SERVICES DIRECTOR	CITY MANAGER	Jul-11	2080	=	N	20	5	0	\$56,336	\$69,905	\$83,474	\$0	\$0	\$0	\$16,466	24.94%	\$0	6/11/2014

Job # 1251 - RECREATION MANAGER/DIRECTOR

										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
SPANISH FORK	Assistant Parks & Recreation Director	City Manager	Oct-13	2080	=	N	0	1	\$65,600	\$82,000	\$98,400	\$83,719	\$83,719	\$83,719	\$12,034	25.59%	\$117,179	8/5/2014	
PAYSON	Recreation/Community Schools Program Director		Jul-14	2080	=	N	50	4	1	\$48,516	\$56,210	\$63,904	\$77,813	\$77,813	\$77,813	\$14,755	26.15%	\$112,916	9/9/2014
LEHI	RECREATION DIRECTOR	N	Jul-14	2080	N	Y	0	1	\$66,223	\$79,468	\$92,712	\$75,332	\$75,332	\$75,332	\$14,838	24.17%	\$108,378	9/22/2014	
HERRIMAN	Events & Recreation Manager	Parks & Recreation Director	Jul-14	2080	=	N	0	1	\$68,473	\$84,967	\$101,462	\$72,118	\$72,118	\$72,118	\$9,861	7.65%	\$87,496	9/16/2014	
PLEASANT GROVE	RECREATION MANAGER		Jul-14	2080	=	Y	0	0	1	\$0	\$0	\$0	\$60,570	\$60,570	\$60,570	\$11,768	32.81%	\$92,210	2/19/2014
AMERICAN FORK	PROG MNGR/AEROBICS DIR		Jul-14	2080		N	0	0	1	\$41,249	\$50,530	\$59,811	\$44,886	\$44,886	\$44,886	\$15,062	29.31%	\$73,104	9/9/2014

Average									\$60,031	\$73,589	\$87,147	\$76,013	\$76,013	\$76,013	\$14,295	25.90%	\$109,784	
LINDON	Parks & Recreation Director	City Administrator	Jul-14	2080	=	N	0	1	\$65,146	\$81,349	\$97,552	\$70,616	\$70,616	\$70,616	\$17,569	30.66%	\$109,839	9/30/2014

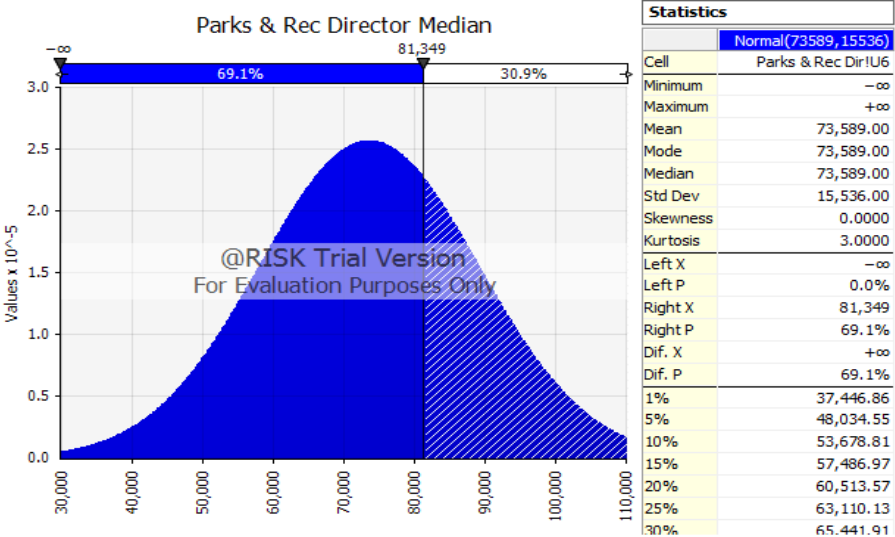
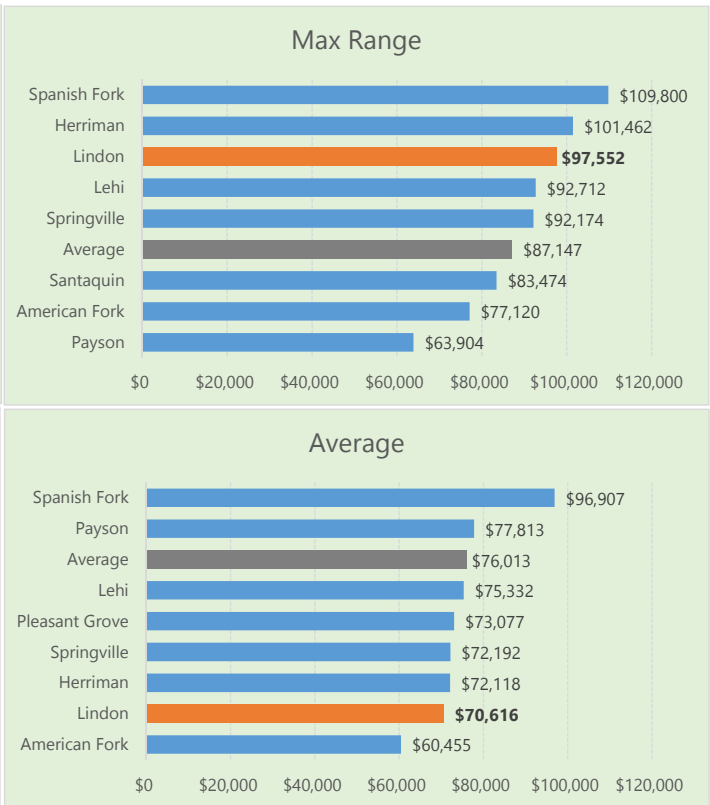
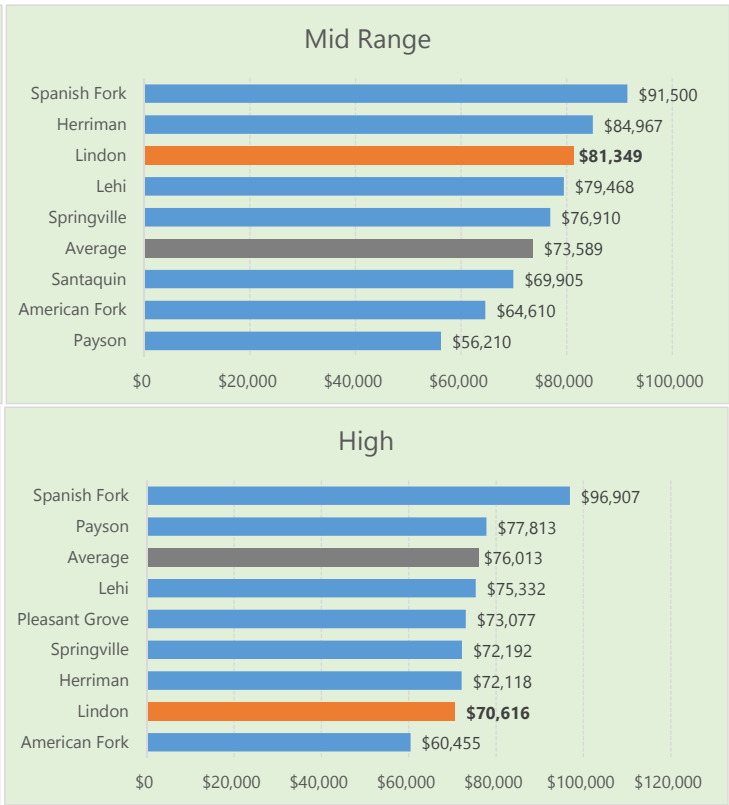
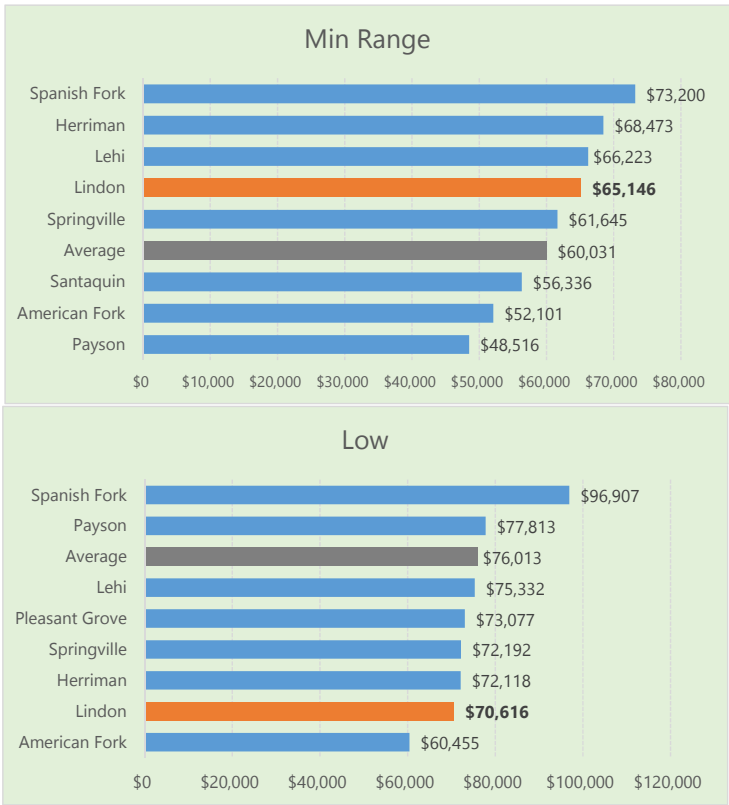
Difference	\$5,115	\$7,760	\$10,405	(\$5,397)	(\$5,397)	(\$5,397)	\$3,274	4.76%	\$55
Difference %	7.85%	9.54%	10.67%	-7.64%	-7.64%	-7.64%	18.63%	15.53%	0.05%
# of Respondents	12	12	12	13	13	13	13	13	13
Standard Deviation	\$11,618	\$15,537	\$19,555	\$15,989	\$15,989	\$15,989	\$3,074	6.44%	\$20,533
Standard Error	\$3,354	\$4,485	\$5,645	\$4,435	\$4,435	\$4,435	\$853	1.79%	\$5,695

Range

Payson	\$48,516
American Fork	\$52,101
Santaquin	\$56,336
Average	\$60,031
Springville	\$61,645
Lindon	\$65,146
Lehi	\$66,223
Herriman	\$68,473
Spanish Fork	\$73,200
Min Range	
Payson	\$56,210
American Fork	\$64,610
Santaquin	\$69,905
Average	\$73,589
Springville	\$76,910
Lehi	\$79,468
Lindon	\$81,349
Herriman	\$84,967
Spanish Fork	\$91,500
Max Range	
Payson	\$63,904
American Fork	\$77,120
Santaquin	\$83,474
Average	\$87,147
Springville	\$92,174
Lehi	\$92,712
Lindon	\$97,552
Herriman	\$101,462
Spanish Fork	\$109,800

Actual

American Fork	\$60,455
Lindon	\$70,616



Job # 1212 - GROUNDS MAINTENANCE WORKER III

										Range		Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
PAYSON	Assistant Greenskeeper	Greens Superintendent	Jul-14	2080	=	N	0	1	\$40,888	\$46,420	\$51,952	\$47,801	\$47,801	\$47,801	\$18,776	26.15%	\$79,077	9/9/2014
PLEASANT GROVE	ASSISTANT CEMETERY SEXTON	Cemetery Sexton	Jul-14	2080	>	N	0	1	\$0	\$0	\$0	\$35,526	\$35,526	\$35,526	\$11,768	32.81%	\$58,950	2/19/2014
AMERICAN FORK	PARK ATHLETIC FIELD SPECIALIST		Jul-13	2080		N	0	1	\$28,059	\$35,074	\$42,088	\$30,160	\$30,160	\$30,160	\$15,062	29.31%	\$54,062	12/15/2013

Job # 1240 - PARK MAINTENANCE WORKER III

										Range		Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
HERRIMAN	Parks Technician Lead	PARKS MAINTENANCE SUPERVISOR	Jul-14	2080	=	N	0	1	\$41,684	\$51,526	\$61,368	\$53,345	\$53,345	\$53,345	\$9,861	7.65%	\$67,287	9/16/2014
PROVO	LEAD PARKS MAINTENANCE WORKERS		Aug-13	2080	=	N	0	6	\$33,617	\$39,979	\$46,341	\$36,202	\$46,341	\$41,573	\$13,733	25.26%	\$65,805	9/3/2014
PAYSON	ASSISTANT GREENSKEEPER	GREENS SUPERINTENDENT	Jul-14	2080	<	Y	6	1	\$40,888	\$46,420	\$51,952	\$45,475	\$45,475	\$45,475	\$18,776	26.15%	\$76,143	9/9/2014
AMERICAN FORK	PARKS LEAD		Jul-14	2080		N	0	4	\$37,337	\$45,738	\$54,139	\$39,520	\$47,756	\$42,390	\$15,062	29.31%	\$69,876	9/10/2014

Average	\$37,079	\$44,193	\$51,307	\$41,147	\$43,772	\$42,324	\$14,720	25.23%	\$67,314
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LINDON	Parks Maintenance Technician		Jul-14	2080	=	N	0	1	\$34,133	\$42,619	\$51,106	\$38,022	\$38,022	\$38,022	\$17,569	30.66%	\$67,251	9/30/2014
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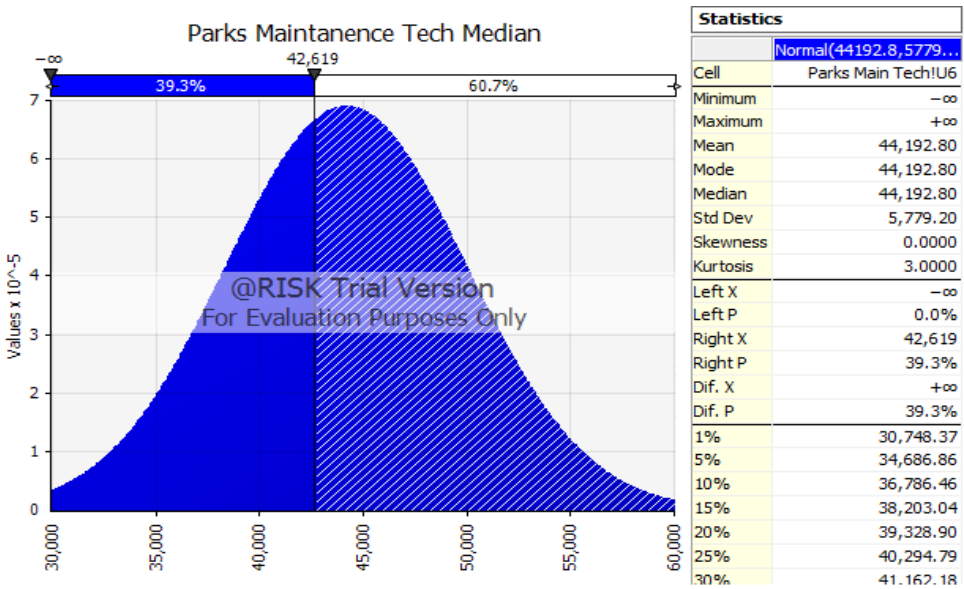
Difference									(\$2,946)	(\$1,574)	(\$201)	(\$3,125)	(\$5,750)	(\$4,302)	\$2,849	5.43%	(\$63)
Difference %									-8.63%	-3.69%	-0.39%	-8.22%	-15.12%	-11.32%	16.22%	17.70%	-0.09%
# of Respondents									6	6	6	7	7	7	7	7	7
Standard Deviation									\$5,360	\$5,779	\$6,629	\$8,075	\$8,026	\$7,704	\$3,328	8.18%	\$8,858
Standard Error									\$2,188	\$2,359	\$2,706	\$3,052	\$3,034	\$2,912	\$1,258	3.09%	\$3,348

Range

American Fork	\$32,698
Provo	\$33,617
Lindon	\$34,133
Average	\$37,079
Payson	\$40,888
Herriman	\$41,684
Provo	\$39,979
American Fork	\$40,406
Lindon	\$42,619
Average	\$44,193
Payson	\$46,420
Herriman	\$51,526
Provo	\$46,341
American Fork	\$48,114
Lindon	\$51,106
Average	\$51,307
Payson	\$51,952
Herriman	\$61,368

Actual

American Fork	\$34,840
Pleasant Grove	\$35,526
Provo	\$36,202
Lindon	\$38,022
Average	\$41,147
Payson	\$46,638
Herriman	\$53,345
Pleasant Grove	\$35,526
Lindon	\$38,022



Job # 1150 - ARBORIST I																			
									Range			Actual							
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
HERRIMAN	Parks Technician III/ Arborist		Jul-14	2080	=	N	0	0	1	\$41,684	\$51,526	\$61,368	\$46,935	\$46,935	\$46,935	\$9,861	7.65%	\$60,386	9/16/2014

Job # 1220 - PARK MAINTENANCE SUPERVISOR

										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
PAYSON	WATER/PARKS FOREMAN	WATER/PARKS/CEMETERY SUPT	Jul-14	2080	=	N	3	3	1	\$40,888	\$46,420	\$51,952	\$48,550	\$48,550	\$48,550	\$18,776	26.15%	\$80,022	9/9/2014
SARATOGA SPRINGS	PARK SUPERVISOR		Jul-14	2080	=	N	0	0	1	\$0	\$0	\$0	\$48,148	\$48,148	\$48,148	\$13,527	26.12%	\$74,250	9/22/2014
LEHI	Cemetery Supervisor	Parks Director	Jul-14	2080	=	N	0	0	1	\$44,952	\$53,942	\$62,932	\$47,690	\$47,690	\$47,690	\$14,838	24.17%	\$74,055	9/22/2014
EAGLE MOUNTAIN			Jul-12	2080			0	0	1	\$0	\$0	\$0	\$41,891	\$41,891	\$41,891	\$10,424	13.08%	\$57,794	2/1/2013

Job # 1245 - PARK SUPERINTENDENT

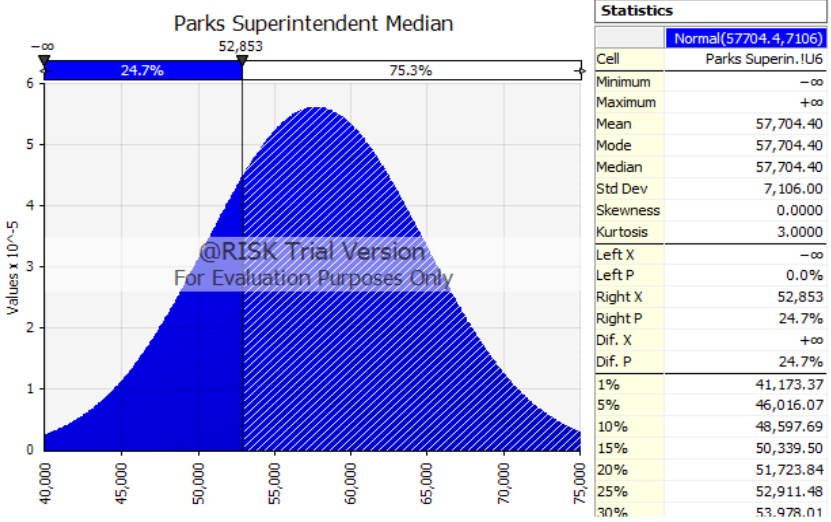
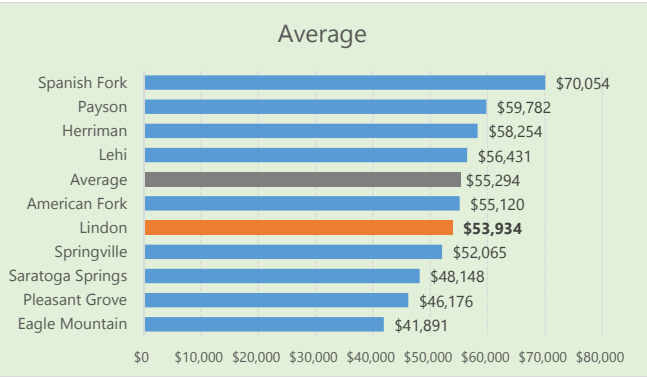
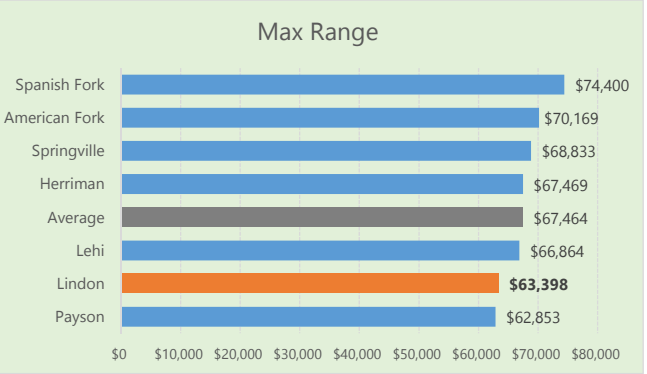
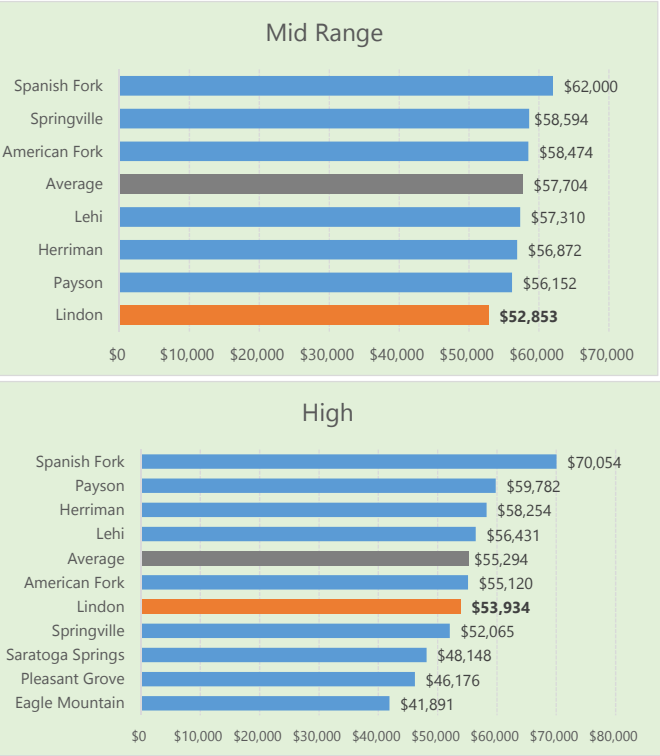
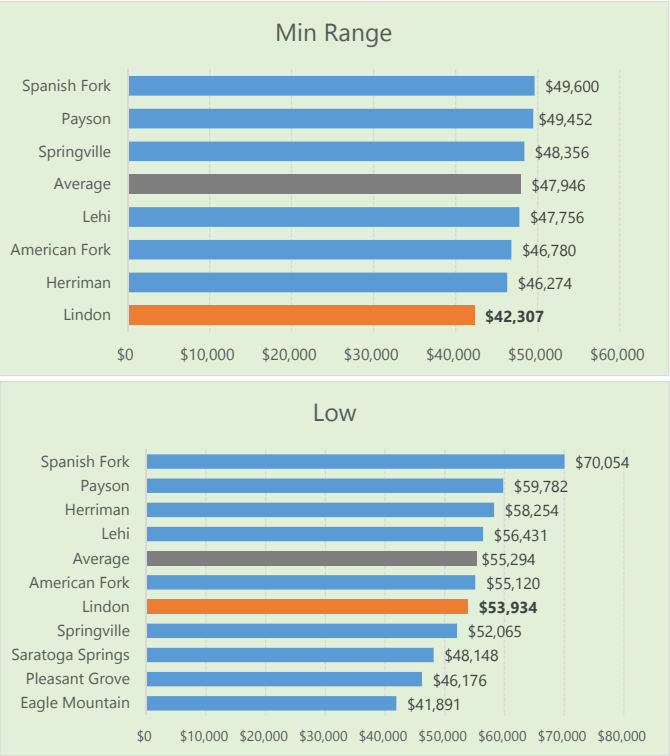
										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
PAYSON	Water/Parks/Cemetery Superintendent	Public Works Director	Jul-14	2080	=	Y	0	0	1	\$58,016	\$65,884	\$73,753	\$71,014	\$71,014	\$71,014	\$14,755	26.15%	\$104,339	9/9/2014
SPANISH FORK	Parks Division Manager		Oct-13	2080	=	N	0	0	0	\$49,600	\$62,000	\$74,400	\$70,054	\$70,054	\$70,054	\$12,034	25.59%	\$100,017	7/15/2014
HERRIMAN	Parks Manager		Jul-14	2080	=	N	0	0	1	\$50,864	\$62,217	\$73,570	\$69,573	\$69,573	\$69,573	\$9,861	7.65%	\$84,756	9/16/2014
LEHI	PArks/Building/Cemetery Director	N	Jul-14	2080	N	N	0	0	1	\$56,716	\$68,059	\$79,402	\$66,179	\$66,179	\$66,179	\$14,838	24.17%	\$97,012	9/22/2014
AMERICAN FORK	PARKS SUPERINTENDENT		Jul-13	2080		Y	0	0	1	\$46,780	\$58,474	\$70,169	\$55,120	\$55,120	\$55,120	\$15,062	29.31%	\$86,337	12/15/2013
SPRINGVILLE	Parks Supervisor	N	Jul-14	2080	N	N	0	0	1	\$48,356	\$58,594	\$68,833	\$52,065	\$52,065	\$52,065	\$16,540	26.30%	\$82,298	9/3/2014
PLEASANT GROVE	PARKS SUPERINTENDENT	Parks & Recreation Director	Jul-14	2080	=		0	0	1	\$0	\$0	\$0	\$46,176	\$46,176	\$46,176	\$11,768	32.81%	\$73,094	2/19/2014

Job # 1260 - PARKS PROJECTS MANAGER

										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
LEHI	PARK ASSISTANT MANAGER		Jul-14	2080	=	N	0	0	0	\$41,600	\$49,928	\$58,257	\$55,425	\$55,425	\$55,425	\$14,838	24.17%	\$83,660	9/22/2014
			Average							\$47,946	\$57,704	\$67,464	\$55,294	\$55,294	\$55,294	\$13,625	22.56%	\$81,386	
LINDON	Parks Superintendent	Parks & Recreation Director	Jul-14	2080	=	N	0	0	1	\$42,307	\$52,853	\$63,398	\$53,934	\$53,934	\$53,934	\$17,569	30.66%	\$88,042	9/30/2014
	Difference									(\$5,639)	(\$4,851)	(\$4,066)	(\$1,360)	(\$1,360)	(\$1,360)	\$3,944	8.10%	\$6,656	
	Difference %									-13.33%	-9.18%	-6.41%	-2.52%	-2.52%	-2.52%	22.45%	26.41%	7.56%	
	# of Respondents									10	10	10	12	12	12	12	12	12	
	Standard Deviation									\$6,049	\$7,106	\$8,562	\$10,347	\$10,347	\$10,347	\$2,698	7.93%	\$13,943	
	Standard Error									\$1,913	\$2,247	\$2,707	\$2,987	\$2,987	\$2,987	\$779	2.29%	\$4,025	

Range

Lindon	Min Range	\$42,307
Herriman		\$46,274
American Fork		\$46,780
Lehi		\$47,756
Average		\$47,946
Springville		\$48,356
Payson		\$49,452
Spanish Fork		\$49,600
Lindon	Mid Range	\$52,853
Payson		\$56,152
Herriman		\$56,872
Lehi		\$57,310
Average		\$57,704
American Fork		\$58,474
Springville		\$58,594
Spanish Fork		\$62,000
Payson	Max Range	\$62,853
Lindon		\$63,398
Lehi		\$66,864
Average		\$67,464
Herriman		\$67,469
Springville		\$68,833
American Fork		\$70,169
Spanish Fork		\$74,400
Eagle Mountain	Low	\$41,891
Pleasant Grove		\$46,176
Saratoga Springs		\$48,148
Springville		\$52,065





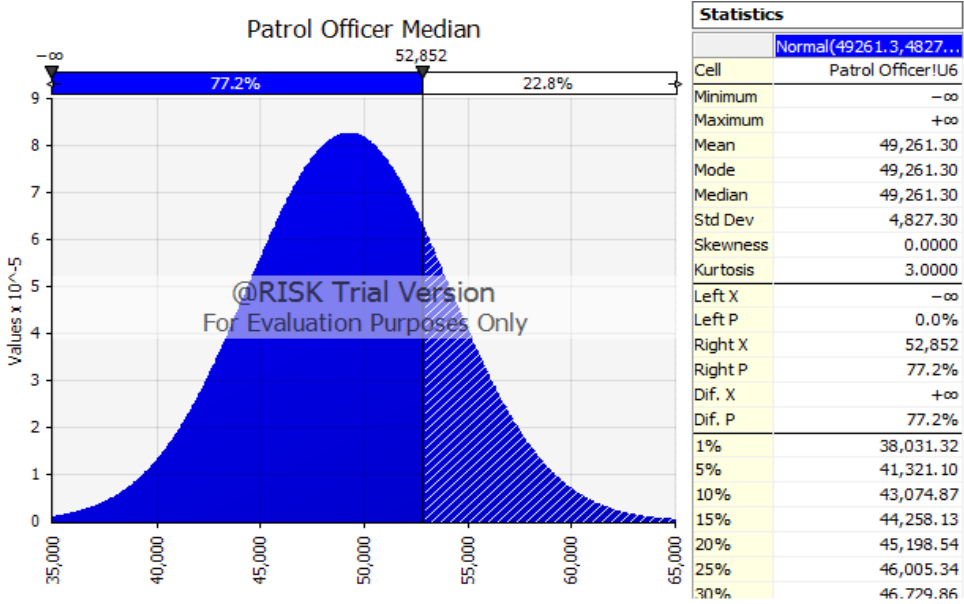
Job # 1749 - POLICE OFFICER/DEPUTY SHERIFF (COMBINE LEVELS I, II, III)

Range										Actual									
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
SARATOGA SPRINGS	POLICE OFFICER	Chief of Police/Police Lieutenant	Jul-14	2080	=	N	0	0	15	\$0	\$0	\$0	\$38,381	\$53,606	\$45,916	\$13,527	26.12%	\$71,435	9/22/2014
AMERICAN FORK	POLICE OFFICER/PATROL DIVISION		Jul-13	2080		N	0	0	25	\$38,400	\$48,000	\$57,600	\$37,148	\$51,584	\$45,441	\$15,062	29.31%	\$73,822	12/15/2013
PAYSON	Police Patrol Officer		Jul-14	2080	=	N	0	0	10	\$36,874	\$41,658	\$46,441	\$39,502	\$48,196	\$42,165	\$18,776	42.29%	\$78,773	9/9/2014
SANTAQUIN	POLICE OFFICER		Jul-11	2080	=	N	0	0	4	\$38,255	\$46,844	\$55,432	\$37,606	\$43,888	\$40,082	\$16,466	39.79%	\$72,497	6/11/2014
OREM	Public Safety Officer - Police		Jul-14	2080	=	N	0	0	54	\$40,651	\$50,814	\$60,977	\$40,651	\$57,014	\$50,612	\$12,318	19.35%	\$72,723	8/20/2014

Job # 1760 - POLICE OFFICER / DEPUTY SHERIFF III

Range										Actual									
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
SPANISH FORK	PATROL OFFICER II	SERGEANT	Jun-14	2080	=	N	0	0	10	\$44,000	\$55,000	\$66,000	\$45,656	\$60,507	\$55,089	\$12,034	25.59%	\$81,222	8/5/2014
PROVO	SENIOR POLICE OFFICER	POLICE SERGEANT	Aug-13	2080	=	N	0	0	60	\$47,359	\$53,252	\$59,145	\$47,359	\$63,876	\$55,258	\$13,733	41.74%	\$92,053	9/3/2014
Average										\$40,923	\$49,261	\$57,599	\$40,900	\$54,096	\$47,795	\$14,559	32.03%	\$77,504	
LINDON	Patrol Officer	Police Chief	Jul-14	2080	=	N	0	0	12	\$42,307	\$52,852	\$63,398	\$51,106	\$60,091	\$58,829	\$17,569	53.54%	\$107,897	10/7/2014

Difference	\$1,384	\$3,591	\$5,799	\$10,206	\$5,995	\$11,034	\$3,010	21.51%	\$30,393
Difference %	3.27%	6.79%	9.15%	19.97%	9.98%	18.76%	17.13%	40.18%	28.17%
# of Respondents	6	6	6	7	7	7	7	7	7
Standard Deviation	\$4,021	\$4,827	\$6,536	\$4,034	\$6,962	\$6,015	\$2,409	9.17%	\$7,365
Standard Error	\$1,642	\$1,971	\$2,668	\$1,525	\$2,631	\$2,274	\$910	3.47%	\$2,784



Range

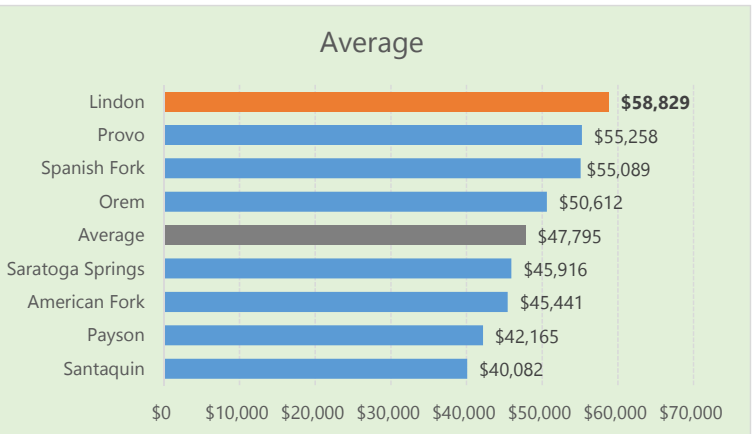
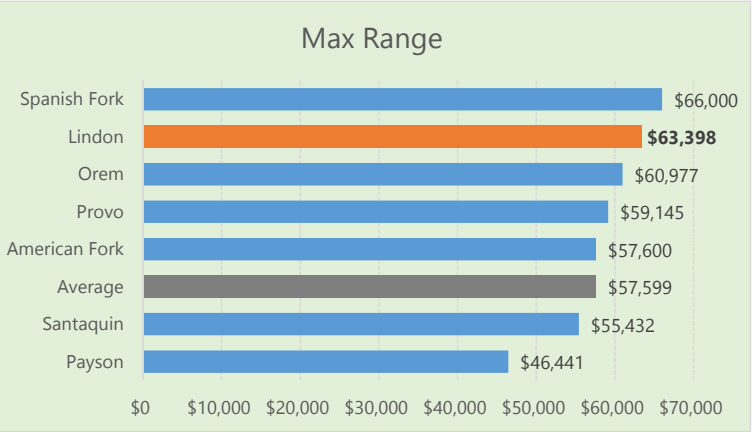
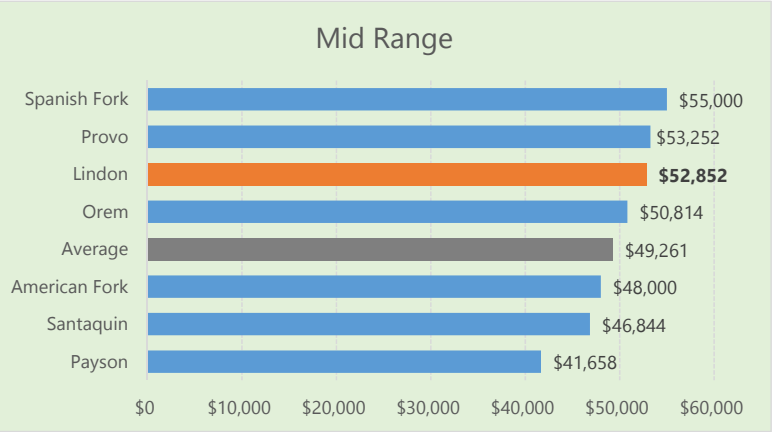
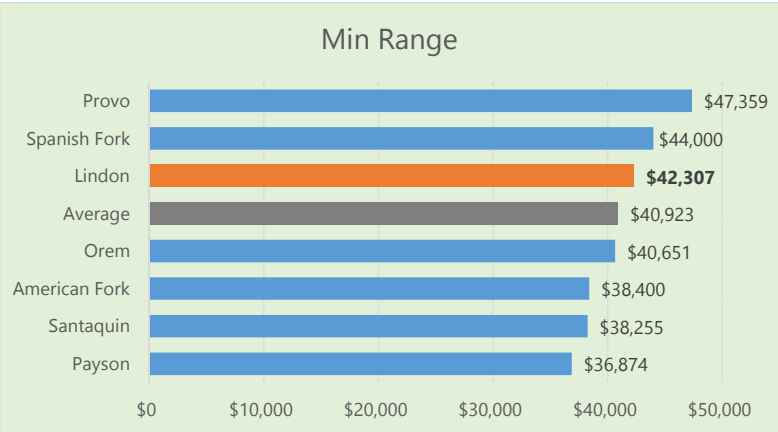
Payson	\$36,874
Santaquin	\$38,255
American Fork	\$38,400
Orem	\$40,651
Average	\$40,923
Lindon	\$42,307
Spanish Fork	\$44,000
Provo	\$47,359

Payson	\$41,658
Santaquin	\$46,844
American Fork	\$48,000
Average	\$49,261
Orem	\$50,814
Lindon	\$52,852
Provo	\$53,252
Spanish Fork	\$55,000

Payson	\$46,441
Santaquin	\$55,432
Average	\$57,599
American Fork	\$57,600
Provo	\$59,145
Orem	\$60,977
Lindon	\$63,398
Spanish Fork	\$66,000

Actual

American Fork	\$37,148
Santaquin	\$37,606
Saratoga Springs	\$38,381
Payson	\$39,502
Orem	\$40,651



Job # 335 - COMMUNITY DEVELOPMENT DIRECTOR																			
										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
HERRIMAN	Community Development Director		Jul-14	2080	=	N	0	0	1	\$77,940	\$96,454	\$114,968	\$116,598	\$116,598	\$116,598	\$9,861	7.65%	\$135,379	9/16/2014
SPRINGVILLE	COMMUNITY DEVELOPMENT DIRECTOR		Jul-14	2080	=	N	0	0	1	\$72,765	\$92,025	\$111,285	\$111,283	\$111,283	\$111,283	\$16,540	26.30%	\$157,091	9/2/2014
PLEASANT GROVE	COMMUNITY DEVELOPMENT DIRECTOR	City Administrator	Jul-14	2080	=	N	0	0	1	\$0	\$0	\$0	\$85,584	\$85,584	\$85,584	\$11,768	32.81%	\$125,432	2/19/2014
SANTAQUIN	COMMUNITY DEVELOPMENT DIRECTOR	CITY MANAGER	Jul-11	2080	=	Y	4	4	1	\$66,581	\$83,032	\$99,483	\$76,530	\$76,530	\$73,530	\$16,466	24.94%	\$108,335	6/11/2014
PAYSON	DEVELOPMENT SERVICES & PUBLIC WKS DIR	CITY MANAGER	Jul-14	2080	>	Y	0	5	1	\$71,310	\$81,329	\$91,348	\$71,924	\$71,924	\$71,924	\$21,355	26.15%	\$112,087	9/9/2014

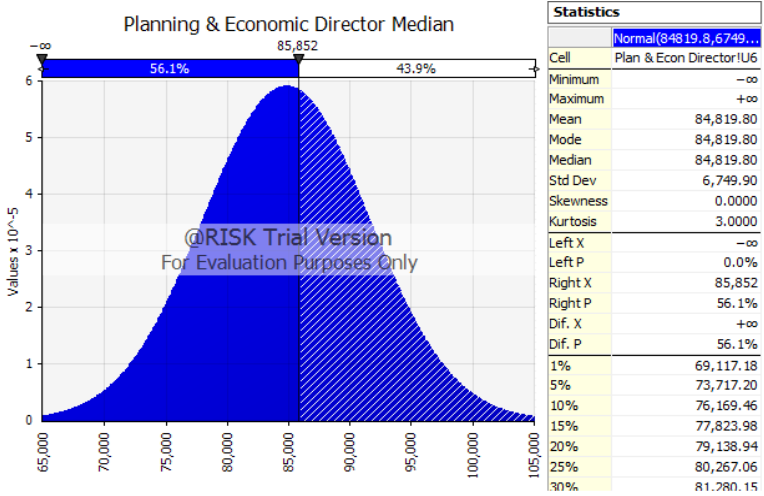
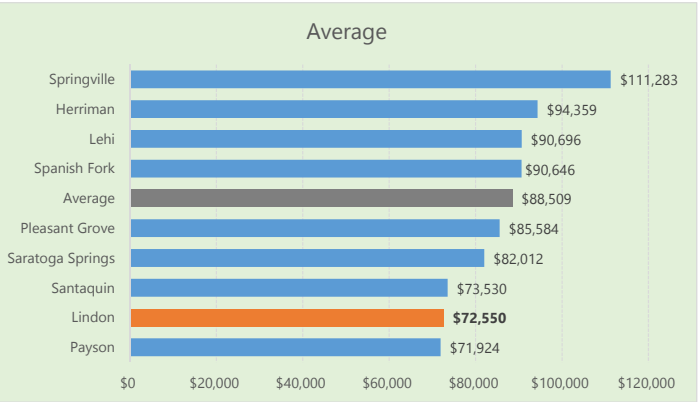
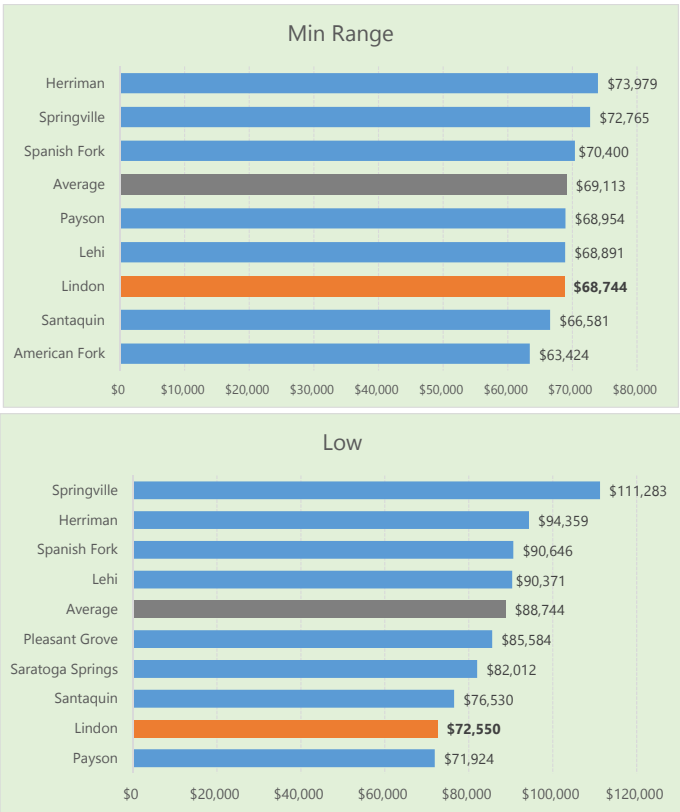
Job # 350 - ECONOMIC DEVELOPMENT DIRECTOR																			
										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
LEHI	ECONOMIC DEVELOPMENT DIRECTOR	City Administrator	Jul-14	2080	=	N	0	0	1	\$71,559	\$87,660	\$103,760	\$88,998	\$88,998	\$88,998	\$14,838	24.17%	\$125,347	9/22/2014
HERRIMAN	Economic Development Director/PIO		Jul-14	2080	>	N	0	0	1	\$70,017	\$88,840	\$107,663	\$72,120	\$72,120	\$72,120	\$9,861	7.65%	\$87,498	9/16/2014
PAYSON	ECONOMIC DEVELOPMENT DIRECTOR	Development Services/Public Works Dir	Jul-14	2080	=	Y	3	2	0	\$66,598	\$77,649	\$88,700	\$624	\$624	\$624	\$14,755	26.15%	\$15,542	9/9/2014
AMERICAN FORK	ECONOMIC DEVELOPMENT DIRECTOR		Jul-13	2080		Y	0	0	0	\$58,454	\$73,068	\$87,681	\$0	\$0	\$0	\$15,062	29.31%	\$0	12/15/2013
Job # 365 - PLANNING DIRECTOR																			
										Range			Actual						

Job # 365 - PLANNING DIRECTOR																			
										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
LEHI	PLANNING DIRECTOR	City Administrator	Jul-14	2080	N	Y	0	0	1	\$66,223	\$79,468	\$92,712	\$91,744	\$92,393	\$92,393	\$14,838	24.17%	\$129,563	9/22/2014
SPANISH FORK	Community Development Director	City Manager	Oct-13	2080	=	Y	0	0	1	\$70,400	\$88,000	\$105,600	\$90,646	\$90,646	\$90,646	\$12,034	25.59%	\$125,879	8/5/2014
SARATOGA SPRINGS	PLANNING DIRECTOR		Jul-14	2080	=	N	0	0	1	\$0	\$0	\$0	\$82,012	\$82,012	\$82,012	\$13,527	26.12%	\$116,960	9/22/2014
AMERICAN FORK	CITY PLANNER		Jul-13	2080		Y	0	0	0	\$68,394	\$85,493	\$102,592	\$0	\$0	\$0	\$15,062	29.31%	\$0	12/15/2013
										Average									
										\$69,113	\$84,820	\$100,527	\$88,744	\$88,809	\$88,509	\$14,305	\$0	\$122,357	
LINDON	Planning and Economic Development Director	City Administrator	Jul-14	2080	=	N	0	0	1	\$68,744	\$85,852	\$102,960	\$72,550	\$72,550	\$72,550	\$17,569	30.66%	\$112,366	9/30/2014
										Difference									
										(\$369)	\$1,032	\$2,433	(\$16,194)	(\$16,259)	(\$15,959)	\$3,264	6.79%	(\$9,991)	
										-0.54%	1.20%	2.36%	-22.32%	-22.41%	-22.00%	18.58%	22.14%	-8.89%	
										# of Respondents	11	11	11	10	10	10	13	13	10
										Standard Deviation	\$4,896	\$6,750	\$9,311	\$15,130	\$15,146	\$15,443	\$3,068	7.59%	\$18,273
										Standard Error	\$1,476	\$2,035	\$2,807	\$4,785	\$4,790	\$4,883	\$851	2.10%	\$5,778

Range

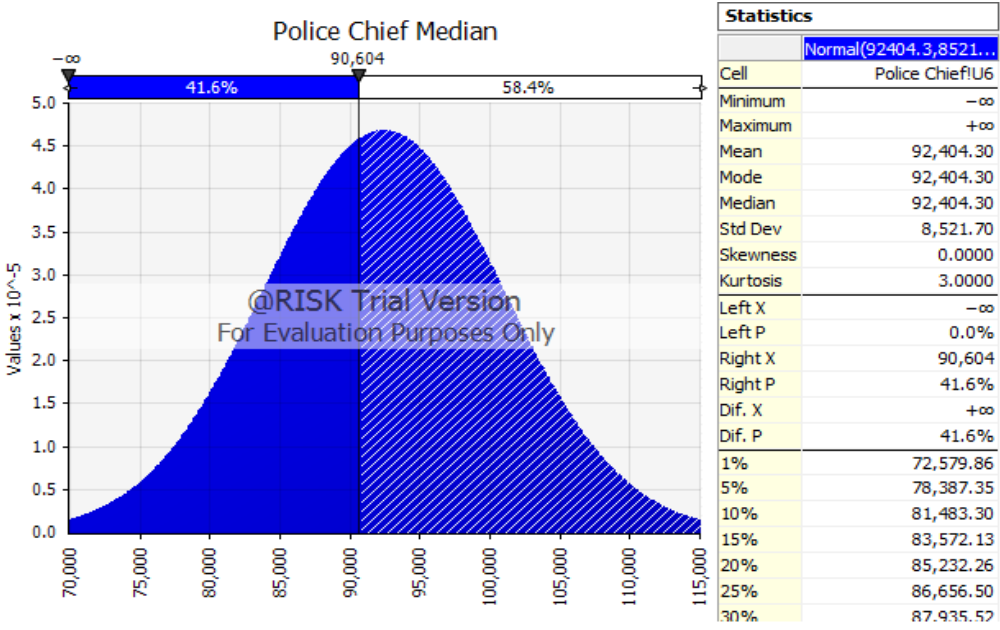
American Fork	\$63,424
Santaquin	\$66,581
Lindon	\$68,744
Lehi	\$68,891
Payson	\$68,954
Average	\$69,113
Spanish Fork	\$70,400
Springville	\$72,765
Herriman	\$73,979
American Fork	\$79,281
Payson	\$79,489
Santaquin	\$83,032
Lehi	\$83,564
Average	\$84,820
Lindon	\$85,852
Spanish Fork	\$88,000
Springville	\$92,025
Herriman	\$92,647
Payson	\$90,024
American Fork	\$95,137
Lehi	\$98,236
Santaquin	\$99,483
Average	\$100,527
Lindon	\$102,960
Spanish Fork	\$105,600
Springville	\$111,285
Herriman	\$111,316
Payson	\$71,924
Lindon	\$72,550
Santaquin	\$76,530
Saratoga Springs	\$82,012
Pleasant Grove	\$85,584
Average	\$88,744
Lehi	\$90,371
Spanish Fork	\$90,646

Actual



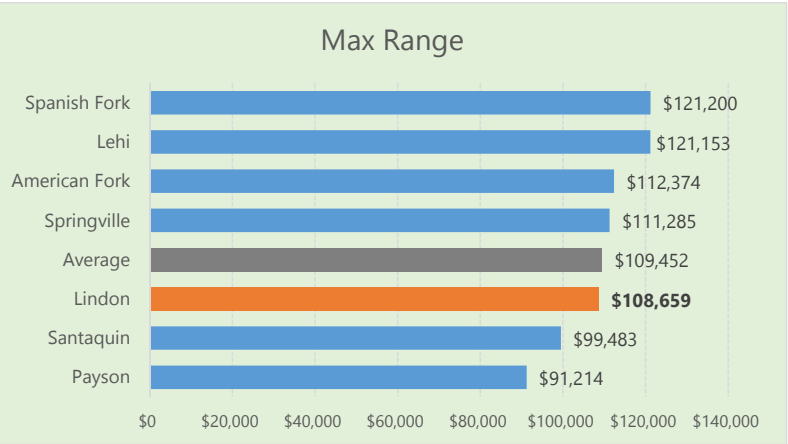
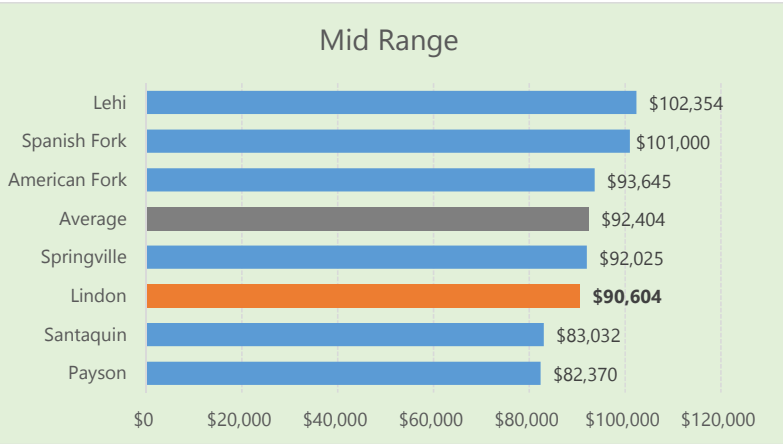
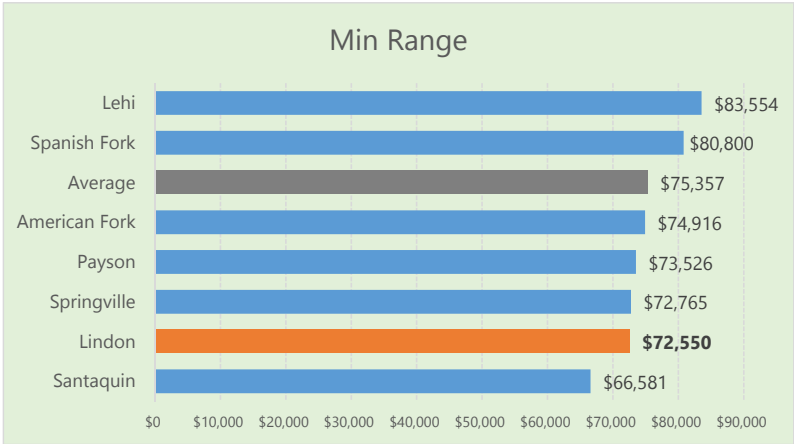
Job # 1740 - POLICE CHIEF / COUNTY SHERIFF

										Range			Actual								
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated		
LEHI	POLICE CHIEF	City Administrator	Jul-14	2080	N	N	0	0	1	\$83,554	\$102,354	\$121,153	\$124,795	\$124,795	\$124,795	\$14,838	24.17%	\$169,796	9/22/2014		
SPRINGVILLE	POLICE CHIEF	N	Jul-14	2080	N	N	0	0	1	\$72,765	\$92,025	\$111,285	\$111,283	\$111,283	\$111,283	\$16,540	26.30%	\$157,091	9/4/2014		
AMERICAN FORK	POLICE CHIEF		Jul-13	2080		Y	0	0	1	\$74,916	\$93,645	\$112,374	\$100,152	\$100,152	\$100,152	\$15,062	29.31%	\$144,568	12/15/2013		
SARATOGA SPRINGS	POLICE CHIEF		Jul-14	2080	=	N	0	0	1	\$0	\$0	\$0	\$94,418	\$100,214	\$96,421	\$13,527	39.85%	\$148,371	9/22/2014		
SPANISH FORK	PUBLIC SAFETY DIRECTOR	City Manager	Oct-13	2080	=	N	0	0	1	\$80,800	\$101,000	\$121,200	\$95,472	\$95,472	\$95,472	\$12,034	25.59%	\$131,940	8/5/2014		
PLEASANT GROVE	POLICE CHIEF	City Administrator	Jul-14	2080	=	N	0	0	1	\$0	\$0	\$0	\$94,459	\$94,459	\$94,459	\$11,768	32.81%	\$137,218	2/19/2014		
PAYSON	POLICE CHIEF	CITY MANAGER	Jul-14	2080	=	Y	22	8	1	\$73,526	\$82,370	\$91,214	\$78,814	\$78,814	\$77,806	\$18,776	42.29%	\$129,487	9/9/2014		
SANTAQUIN	POLICE CHIEF	CITY MANAGER/MAYOR & CITY COUNCIL	Jul-11	2080	=	Y	15	4	1	\$66,581	\$83,032	\$99,483	\$75,000	\$75,000	\$75,000	\$16,466	39.79%	\$121,309	6/11/2014		
										Average			\$75,357	\$92,404	\$109,452	\$96,799	\$97,524	\$96,924	\$14,876	32.51%	\$142,473
LINDON	Police Chief		Jul-14	2080	=	N	0	0	1	\$72,550	\$90,604	\$108,659	\$105,789	\$105,789	\$105,789	\$17,569	53.54%	\$180,002	10/7/2014		
										Difference			(\$2,807)	(\$1,800)	(\$793)	\$8,990	\$8,265	\$8,866	\$2,693	21.03%	\$37,530
										Difference %			-3.87%	-1.99%	-0.73%	8.50%	7.81%	8.38%	15.33%	39.27%	20.85%
										# of Respondents			6	6	6	8	8	8	8	8	8
										Standard Deviation			\$6,068	\$8,522	\$11,990	\$16,108	\$16,116	\$16,248	\$2,393	7.26%	\$15,832
										Standard Error			\$2,477	\$3,479	\$4,895	\$5,695	\$5,698	\$5,745	\$846	2.57%	\$5,597

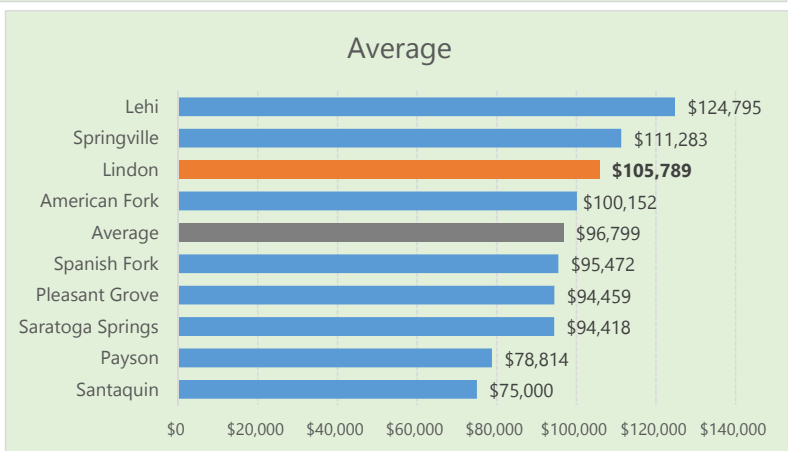
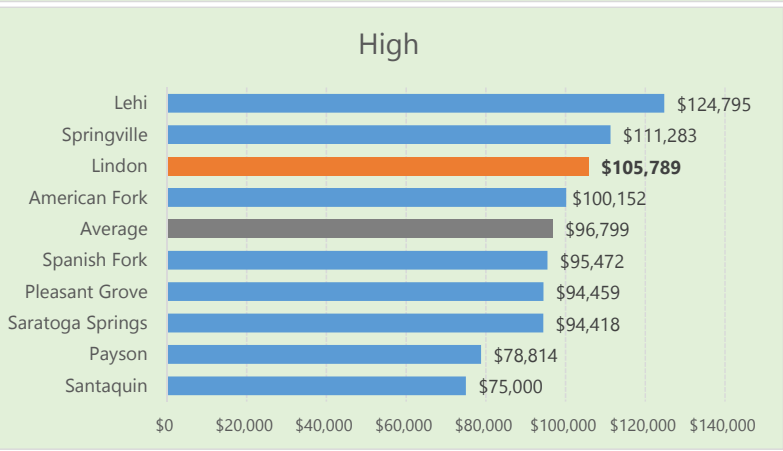


Range

Santaquin	\$66,581
Lindon	\$72,550
Springville	\$72,765
Payson	\$73,526
American Fork	\$74,916
Average	\$75,357
Spanish Fork	\$80,800
Lehi	\$83,554
Mid Range	
Payson	\$82,370
Santaquin	\$83,032
Lindon	\$90,604
Springville	\$92,025
Average	\$92,404
American Fork	\$93,645
Spanish Fork	\$101,000
Lehi	\$102,354



Max Range	
Payson	\$91,214
Santaquin	\$99,483
Lindon	\$108,659
Average	\$109,452
Springville	\$111,285
American Fork	\$112,374
Lehi	\$121,153
Spanish Fork	\$121,200



Actual

Santaquin	\$75,000
Payson	\$78,814
Saratoga Springs	\$94,418
Pleasant Grove	\$94,459
Spanish Fork	\$95,472

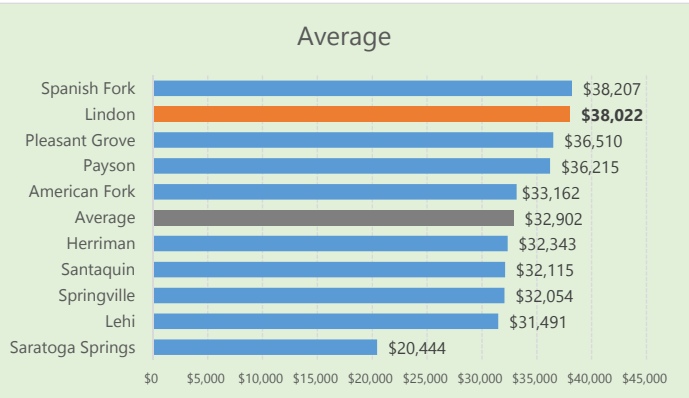
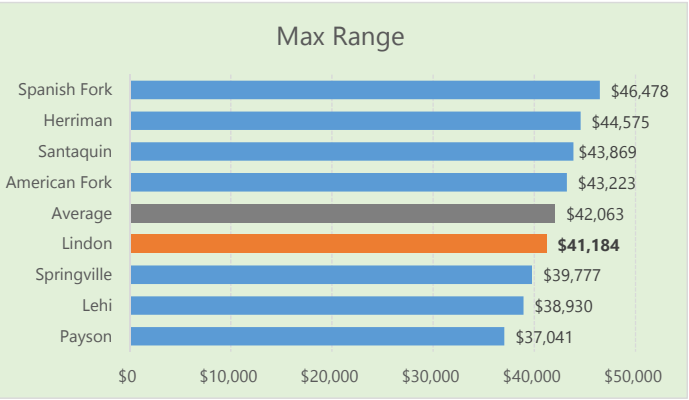
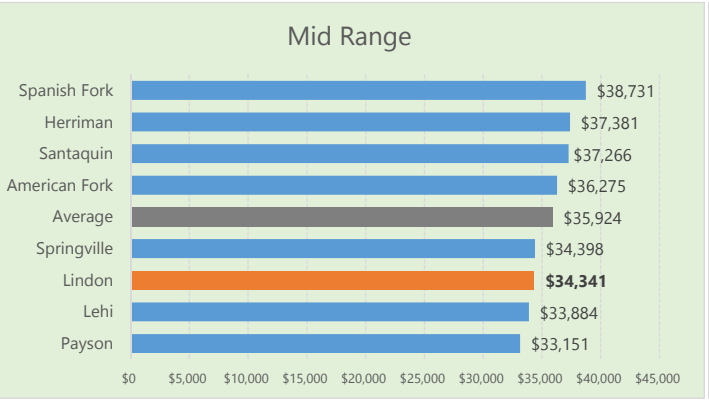
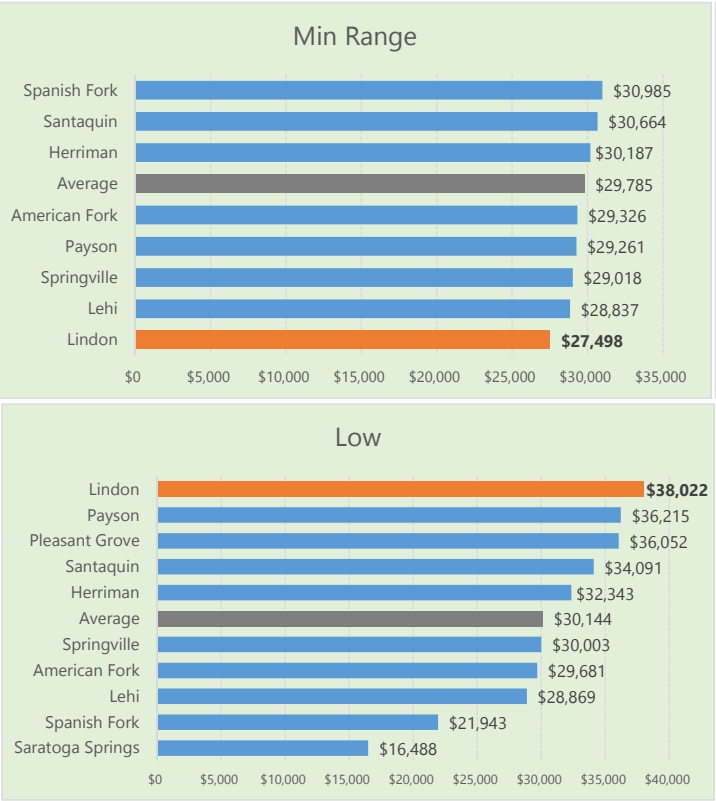
Job # 2300 - ADMINISTRATIVE SECRETARY																			
										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
SPANISH FORK			Jun-14	2080	N	0	0	4		\$32,323	\$40,404	\$48,485	\$21,943	\$46,162	\$38,207	\$12,034	25.59%	\$60,019	8/5/2014
PLEASANT GROVE	ADMINISTRATIVE SERVICES CLERK/COMM DEV	Community Development Director	Jul-14	2080	=		0	0	2	\$0	\$0	\$0	\$36,052	\$36,969	\$36,510	\$11,768	32.81%	\$60,257	2/19/2014
PAYSON	DEPARTMENT SECRETARY PUBLIC	DEPARTMENT HEADS	Jul-14	2080	=	N	0	0	2	\$29,261	\$33,151	\$37,041	\$35,696	\$35,696	\$35,696	\$18,776	26.15%	\$63,807	9/9/2014
AMERICAN FORK	WORKS/RECREATION SECRETARY		Jul-14	2080	N	0	0	0	0	\$30,592	\$37,475	\$44,358	\$30,596	\$38,812	\$34,243	\$15,062	29.31%	\$59,341	9/10/2014
HERRIMAN	Administrative Technician II		Jul-14	2080	=	N	0	0	1	\$30,187	\$37,381	\$44,575	\$32,343	\$32,343	\$32,343	\$9,861	7.65%	\$44,678	9/16/2014
SANTAQUIN	DEPT ADMINISTRATIVE ASSITANT	DEPARTMENT HEADS	Jul-11	2080	=	N	0	0	2	\$30,664	\$37,266	\$43,869	\$34,091	\$30,139	\$32,115	\$16,466	24.94%	\$56,591	6/11/2014
LEHI	ADMINISTRATIVE SECRETARY	N	Jul-14	2080	N	N	0	0	6	\$28,837	\$33,884	\$38,930	\$28,869	\$32,672	\$31,491	\$14,838	24.17%	\$53,941	9/22/2014
SARATOGA SPRINGS			Jul-14	2080	=	N	0	0	1	\$0	\$0	\$0	\$16,488	\$21,626	\$20,444	\$13,527	26.12%	\$39,311	9/22/2014

Job # 2355 - SECRETARY II																			
										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
PAYSON	Department Secretary	Department Heads	Jul-14	2080	>	N	0	0	1	\$29,261	\$33,151	\$37,041	\$36,733	\$36,733	\$36,733	\$18,776	26.15%	\$65,115	9/9/2014
AMERICAN FORK	POLICE SECRETARY		Jul-13	2080		N	0	0	3	\$28,059	\$35,074	\$42,088	\$28,766	\$36,171	\$32,081	\$15,062	29.31%	\$56,546	12/15/2013
SPRINGVILLE	Office Assistant II		Jul-14	2080	=	N	0	0	4	\$29,018	\$34,398	\$39,777	\$30,003	\$34,075	\$32,054	\$16,540	26.30%	\$57,025	9/5/2014
SPANISH FORK	DIVISION SECRETARY		Oct-13	2080	=	N	0	0	4	\$29,647	\$37,058	\$44,470	\$0	\$0	\$0	\$12,034	25.59%	\$0	8/5/2014

		Average								\$29,785	\$35,924	\$42,063	\$30,144	\$34,673	\$32,902	\$14,562	25.34%	\$56,057
LINDON	Police Secretary	Jul-14	2080	=	N	0	0	2	\$27,498	\$34,341	\$41,184	\$38,022	\$38,022	\$38,022	\$17,569	30.66%	\$67,251	9/30/2014
Difference									(\$2,287)	(\$1,583)	(\$879)	\$7,878	\$3,349	\$5,120	\$3,007	5.32%	\$11,194	
Difference %									-8.32%	-4.61%	-2.14%	20.72%	8.81%	13.47%	17.12%	17.35%	16.64%	
# of Respondents									10	10	10	11	11	11	12	12	11	
Standard Deviation									\$1,205	\$2,364	\$3,762	\$6,221	\$6,021	\$4,743	\$2,819	6.07%	\$7,759	
Standard Error									\$381	\$747	\$1,190	\$1,876	\$1,815	\$1,430	\$814	1.75%	\$2,340	

Range

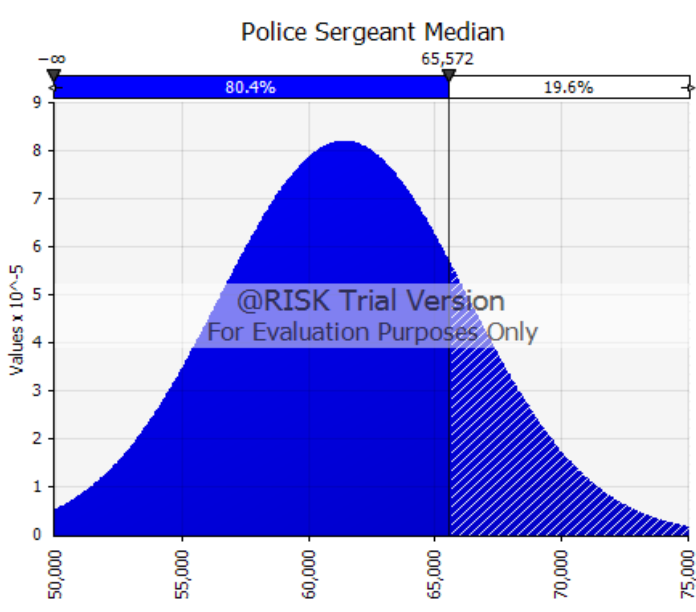
Min Range	
Lindon	\$27,498
Lehi	\$28,837
Springville	\$29,018
Payson	\$29,261
American Fork	\$29,326
Average	\$29,785
Herriman	\$30,187
Santaquin	\$30,664
Spanish Fork	\$30,985
Mid Range	
Payson	\$33,151
Lehi	\$33,884
Lindon	\$34,341
Springville	\$34,398
Average	\$35,924
American Fork	\$36,275
Santaquin	\$37,266
Herriman	\$37,381
Spanish Fork	\$38,731
Max Range	
Payson	\$37,041
Lehi	\$38,930
Springville	\$39,777
Lindon	\$41,184
Average	\$42,063
American Fork	\$43,223
Santaquin	\$43,869
Herriman	\$44,575
Spanish Fork	\$46,478
Actual	
Low	
Saratoga Springs	\$16,488
Spanish Fork	\$21,943





Job # 1765 - POLICE / SHERIFF SERGEANT

										Range			Actual								
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated		
SARATOGA SPRINGS	POLICE SERGEANT		Jul-14	2080	=	N	0	0	3	\$0	\$0	\$0	\$68,639	\$68,639	\$68,639	\$13,527	39.85%	\$109,519	9/22/2014		
SPRINGVILLE	POLICE / SHERIFF SERGEANT	N	Jul-14	2080	N	N	0	0	5	\$50,868	\$61,662	\$72,456	\$63,534	\$72,405	\$67,970	\$16,540	26.30%	\$102,386	9/4/2014		
LEHI	POLICE SERGEANT	N	Jul-14	2080	N	N	0	0	7	\$52,487	\$62,984	\$73,482	\$61,993	\$73,574	\$67,588	\$14,838	24.17%	\$98,762	9/22/2014		
SPANISH FORK	POLICE / SHERIFF SERGEANT		Oct-13	2080	=	N	0	0	2	\$55,200	\$69,000	\$82,800	\$60,715	\$71,074	\$65,722	\$12,034	25.59%	\$94,576	8/5/2014		
AMERICAN FORK	POLICE																				
	SGT/PATROL/INVESTIGATION S		Jul-14	2080	=	N	0	0	5	\$50,344	\$61,672	\$72,999	\$58,240	\$60,174	\$58,626	\$15,062	29.31%	\$90,871	9/10/2014		
PAYSON	POLICE SERGEANT	CHIEF OF POLICE/POLICE LIEUTENANT	Jul-14	2080	=	N	12	12	3	\$48,390	\$54,211	\$60,032	\$55,580	\$59,262	\$56,400	\$18,776	42.29%	\$99,028	9/9/2014		
PLEASANT GROVE	POLICE / SHERIFF SERGEANT	Police Chief	Jul-14	2080	=	N	0	0	5	\$0	\$0	\$0	\$50,946	\$56,248	\$53,091	\$11,768	32.81%	\$82,278	2/19/2014		
SANTAQUIN	POLICE SERGEANT	POLICE CHIEF	07/201	2080	=	Y	7	7	2	\$47,725	\$58,883	\$70,041	\$56,930	\$63,274	\$60,102	\$0	1.45%	\$60,973	6/11/2014		
Average										\$50,836	\$61,402	\$71,968	\$59,572	\$65,581	\$62,267	\$14,649	31.47%	\$96,774			
LONDON	Police Sergeant	Police Chief	Jul-14	2080	=	N	0	0	2	\$52,499	\$65,572	\$78,645	\$74,526	\$74,526	\$74,526	\$17,569	53.54%	\$131,999	10/7/2014		
Difference										\$1,663	\$4,170	\$6,677	\$14,954	\$8,945	\$12,259	\$2,920	22.07%	\$35,225			
Difference %										3.17%	6.36%	8.49%	20.07%	12.00%	16.45%	16.62%	41.21%	26.69%			
# of Respondents										6	6	6	8	8	8	7	7	8			
Standard Deviation										\$2,745	\$4,867	\$7,309	\$5,401	\$6,672	\$5,975	\$2,490	7.17%	\$8,687			
Standard Error										\$1,121	\$1,987	\$2,984	\$1,909	\$2,359	\$2,113	\$941	2.71%	\$3,071			



Statistics	
Cell	Normal(61402,4866.8)
Minimum	-∞
Maximum	+∞
Mean	61,402.00
Mode	61,402.00
Median	61,402.00
Std Dev	4,866.80
Skewness	0.0000
Kurtosis	3.0000
Left X	-∞
Right X	65,572
Right P	80.4%
Dif. X	+∞
Dif. P	80.4%
1%	50,080.13
5%	53,396.83
10%	55,164.94
15%	56,357.89
20%	57,306.00
25%	58,119.39
30%	58,849.85

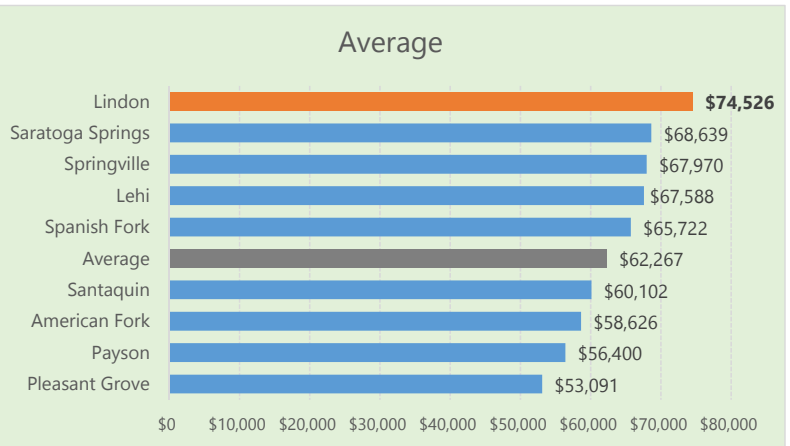
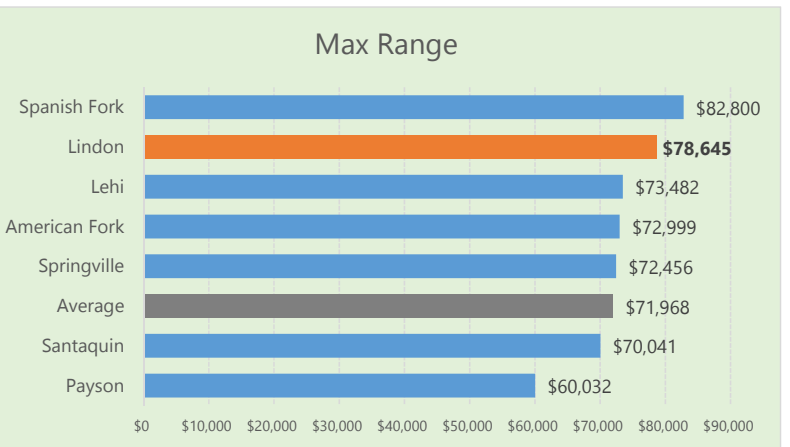
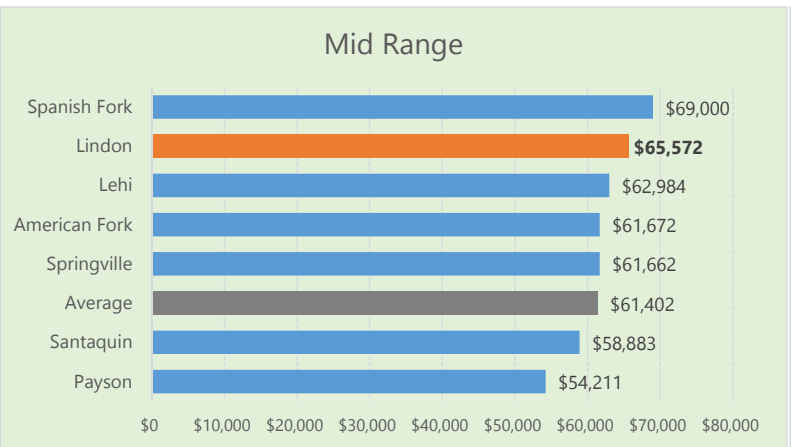
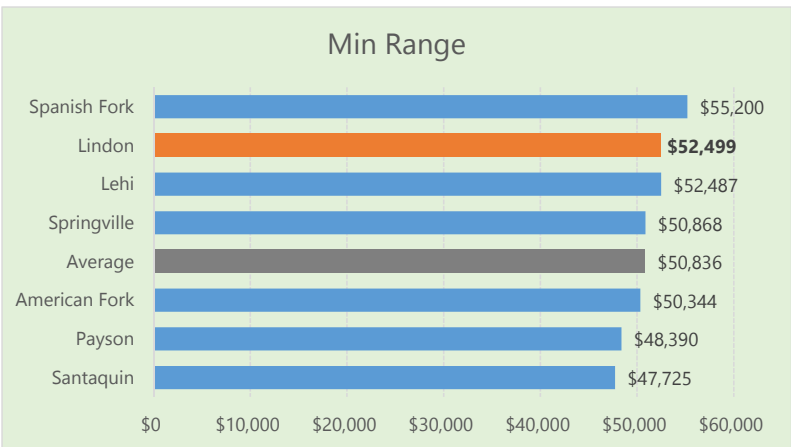
Range

Santaquin	\$47,725
Payson	\$48,390
American Fork	\$50,344
Average	\$50,836
Springville	\$50,868
Lehi	\$52,487
London	\$52,499
Spanish Fork	\$55,200
Mid Range	
Payson	\$54,211
Santaquin	\$58,883
Average	\$61,402
Springville	\$61,662
American Fork	\$61,672
Lehi	\$62,984
London	\$65,572
Spanish Fork	\$69,000

Max Range	
Payson	\$60,032
Santaquin	\$70,041
Average	\$71,968
Springville	\$72,456
American Fork	\$72,999
Lehi	\$73,482
London	\$78,645
Spanish Fork	\$82,800

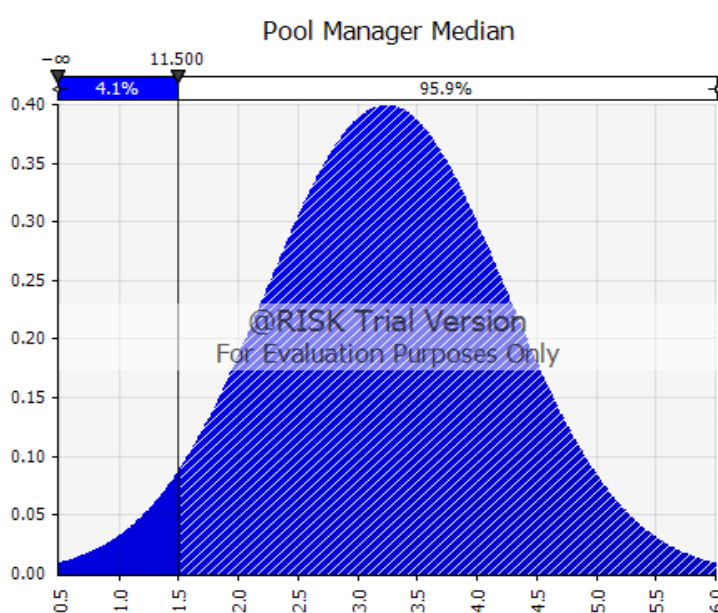
Actual

Low	
Pleasant Grove	\$50,946
Payson	\$55,580
Santaquin	\$56,930
American Fork	\$58,240
Average	\$59,572



Job #1149 - AQUATICS/SWIMMING POOL MANAGER

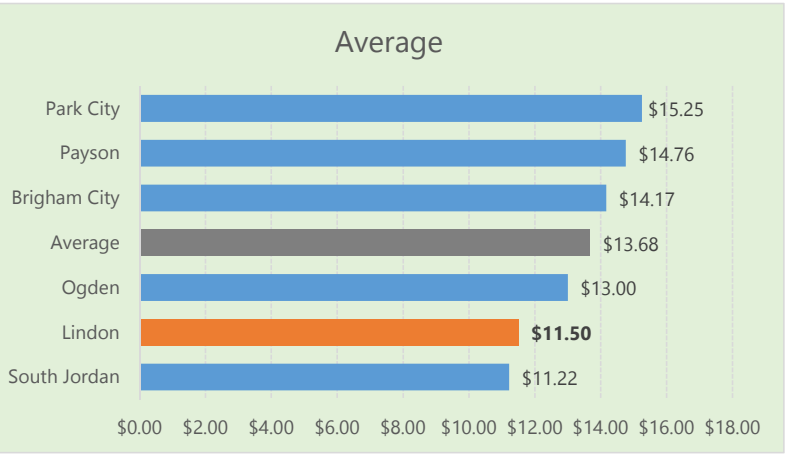
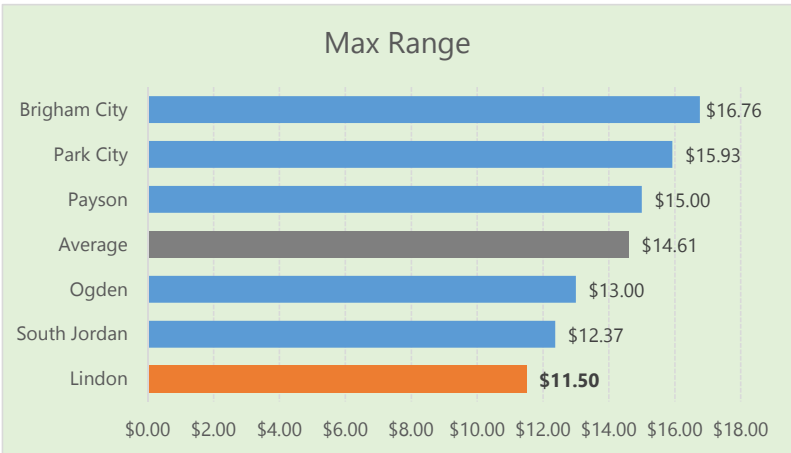
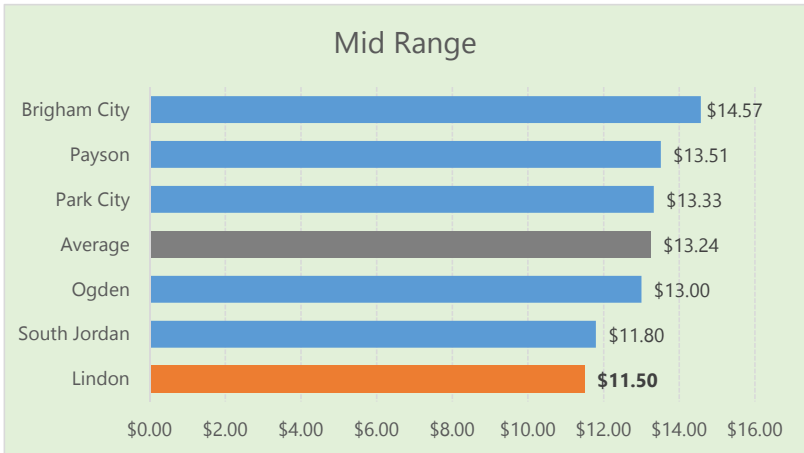
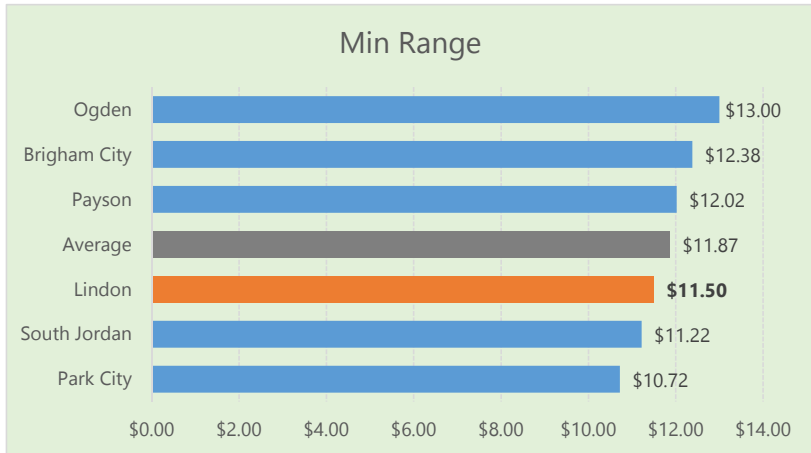
Temp / Seasonal / Part-time										
			Range			Actual				
Entity	Preferred Title	Hrs/Wk	Inc	Min	Mid	Max	Min	Max	Avg	Updated
PARK CITY	Aquatics Director	28.8	1	\$10.72	\$13.33	\$15.93	\$15.25	\$15.25	\$15.25	8/29/2013
BRIGHAM CITY	AQUATICS SUPERVISOR	0	1	\$12.38	\$14.57	\$16.76	\$14.17	\$14.17	\$14.17	8/5/2014
OGDEN	POOL MANAGER	35	1	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00	9/8/2014
SOUTH JORDAN	Aquatics Supervisor	0	1	\$11.22	\$11.80	\$12.37	\$11.22	\$11.22	\$11.22	8/26/2014
PAYSON	Aquatic/Swimming Pool Operator		1	\$12.02	\$13.51	\$15.00	\$14.76	\$14.76	\$14.76	9/9/2014
Average				\$11.87	\$13.24	\$14.61	\$13.68	\$13.68	\$13.68	
LONDON	Pool Manager		Jul-14	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50	10/2/2014
Difference				(\$0.37)	(\$1.74)	(\$3.11)	(\$2.18)	(\$2.18)	(\$2.18)	
Difference %				-3.20%	-15.13%	-27.06%	-18.96%	-18.96%	-18.96%	
# of Respondents				5	5	5	5	5	5	
Standard Deviation				\$0.91	\$1.00	\$1.88	\$1.61	\$1.61	\$1.61	
Standard Error				\$0.41	\$0.45	\$0.84	\$0.72	\$0.72	\$0.72	



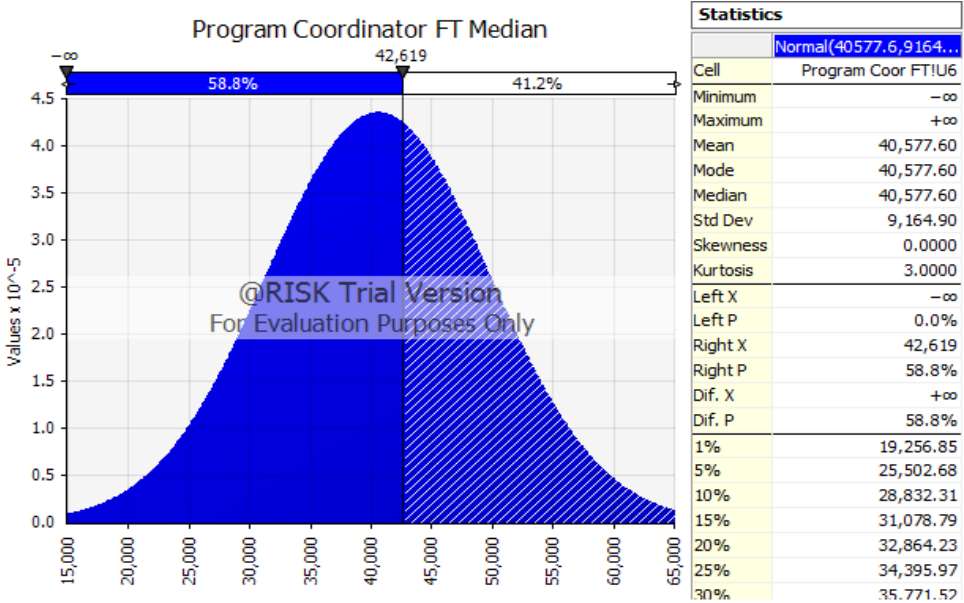
Statistics	
	Normal(13.24,0.99933)
Cell	Pool Manager!L8
Minimum	-∞
Maximum	+∞
Mean	13.2400
Mode	13.2400
Median	13.2400
Std Dev	0.9993
Skewness	0.0000
Kurtosis	3.0000
Left X	-∞
Left P	0.0%
Right X	11.500
Right P	4.1%
Dif. X	+∞
Dif. P	4.1%
1%	10.9152
5%	11.5962
10%	11.9593
15%	12.2043
20%	12.3989
25%	12.5660
30%	12.7160

Range

Park City	\$10.72
South Jordan	\$11.22
London	\$11.50
Average	\$11.87
Payson	\$12.02
Brigham City	\$12.38
Ogden	\$13.00
Mid Range	
London	\$11.50
South Jordan	\$11.80
Ogden	\$13.00
Average	\$13.24
Park City	\$13.33
Payson	\$13.51
Brigham City	\$14.57
Max Range	
London	\$11.50
South Jordan	\$12.37
Ogden	\$13.00
Average	\$14.61
Payson	\$15.00
Park City	\$15.93
Brigham City	\$16.76
Actual	
South Jordan	\$11.22
London	\$11.50
Ogden	\$13.00
Average	\$13.68
Brigham City	\$14.17
Payson	\$14.76
Park City	\$15.25

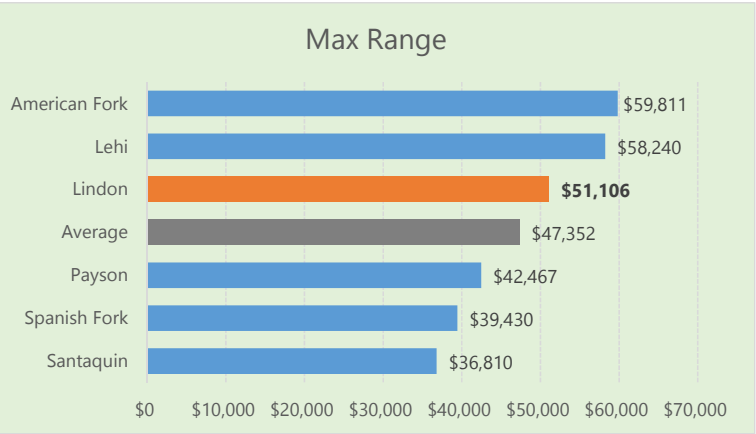
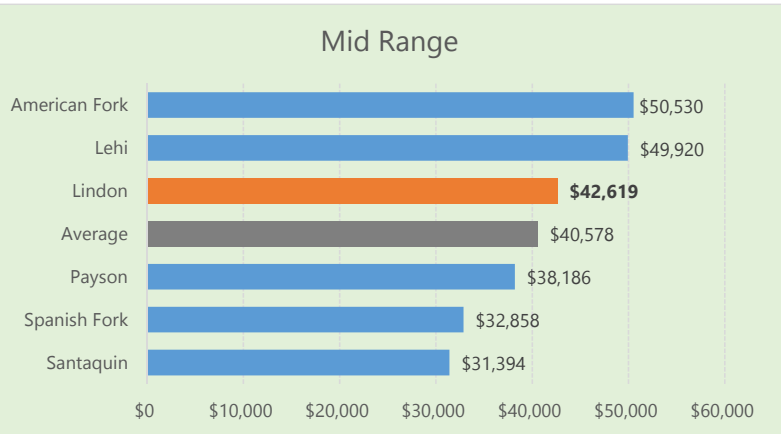
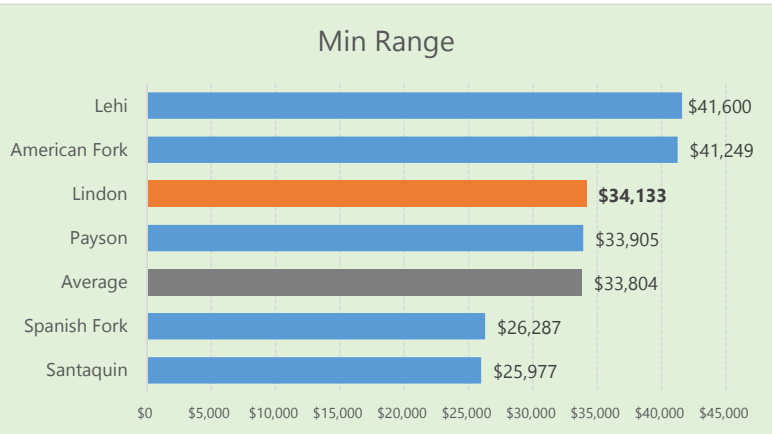


Job # 1270 - RECREATION COORDINATOR																			
									Range			Actual							
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
LEHI	RECREATION COORDINATOR	Recreation Manager	Jul-14	2080	=	N	0	0	3	\$41,600	\$49,920	\$58,240	\$43,260	\$46,714	\$45,555	\$14,838	24.17%	\$71,404	9/22/2014
PLEASANT GROVE	RECREATION PROGRAM COORDINATOR		Jul-14	2080	=		0	0	1	\$0	\$0	\$0	\$44,842	\$44,842	\$44,842	\$11,768	32.81%	\$71,322	10/22/2014
AMERICAN FORK	RECREATION COORDINATOR	RECREATION DIRECTOR	Jul-14	2080		N	0	0	1	\$41,249	\$50,530	\$59,811	\$41,246	\$41,246	\$41,246	\$15,062	29.31%	\$68,397	9/10/2014
PAYSON	RECREATION ASSISTANT		Jul-14	2080	=	N	10	0	1	\$33,905	\$38,186	\$42,467	\$40,480	\$46,304	\$38,212	\$18,776	26.15%	\$66,981	9/9/2014
SANTAQUIN	RECREATION PROGRAM COORDINATOR	LEISURE SERVICES DIRECTOR	Jul-11	2080	=	N	0	0	1	\$25,977	\$31,394	\$36,810	\$29,307	\$29,307	\$29,307	\$16,466	24.94%	\$53,082	6/11/2014
SPANISH FORK			Jun-14	2080		N	0	0	0	\$26,287	\$32,858	\$39,430	\$0	\$0	\$0	\$12,034	25.59%	\$0	8/6/2014
Average										\$33,804	\$40,578	\$47,352	\$39,827	\$41,683	\$39,832	\$14,824	27.16%	\$66,237	
LINDON	Program Coordinator FT		Jul-14	2080	=	N	0	0	1	\$34,133	\$42,619	\$51,106	\$36,026	\$36,026	\$36,026	\$17,569	30.66%	\$64,642	10/23/2014
Difference										\$329	\$2,042	\$3,754	(\$3,801)	(\$5,657)	(\$3,807)	\$2,745	3.50%	(\$1,596)	
Difference %										1.00%	4.80%	7.30%	-10.60%	-15.70%	-10.60%	15.60%	11.42%	-2.50%	
# of Respondents										5	5	5	5	5	5	6	6	5	
Standard Deviation										\$7,648	\$9,165	\$10,857	\$6,125	\$7,246	\$6,581	\$2,665	3.00%	\$7,596	
Standard Error										\$3,420	\$4,099	\$4,856	\$2,739	\$3,240	\$2,943	\$1,088	1.20%	\$3,397	

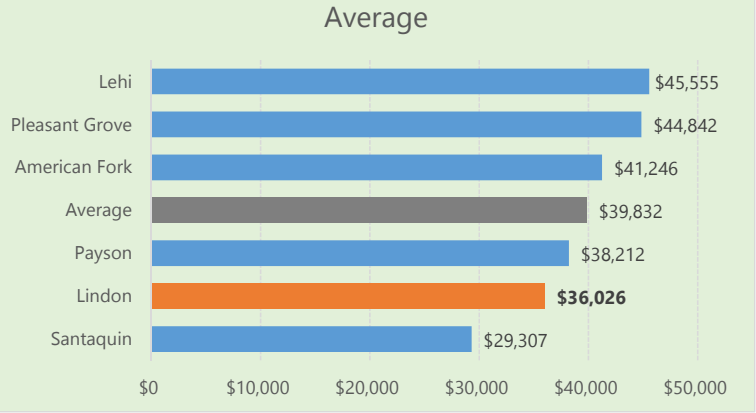


Range

Santaquin	Min Range	\$25,977
Spanish Fork		\$26,287
Average		\$33,804
Payson		\$33,905
Lindon		\$34,133
American Fork		\$41,249
Lehi		\$41,600
Santaquin	Mid Range	\$31,394
Spanish Fork		\$32,858
Payson		\$38,186
Average		\$40,578
Lindon		\$42,619
Lehi		\$49,920
American Fork		\$50,530



Santaquin	Max Range	\$36,810
Spanish Fork		\$39,430
Payson		\$42,467
Average		\$47,352
Lindon		\$51,106
Lehi		\$58,240
American Fork		\$59,811

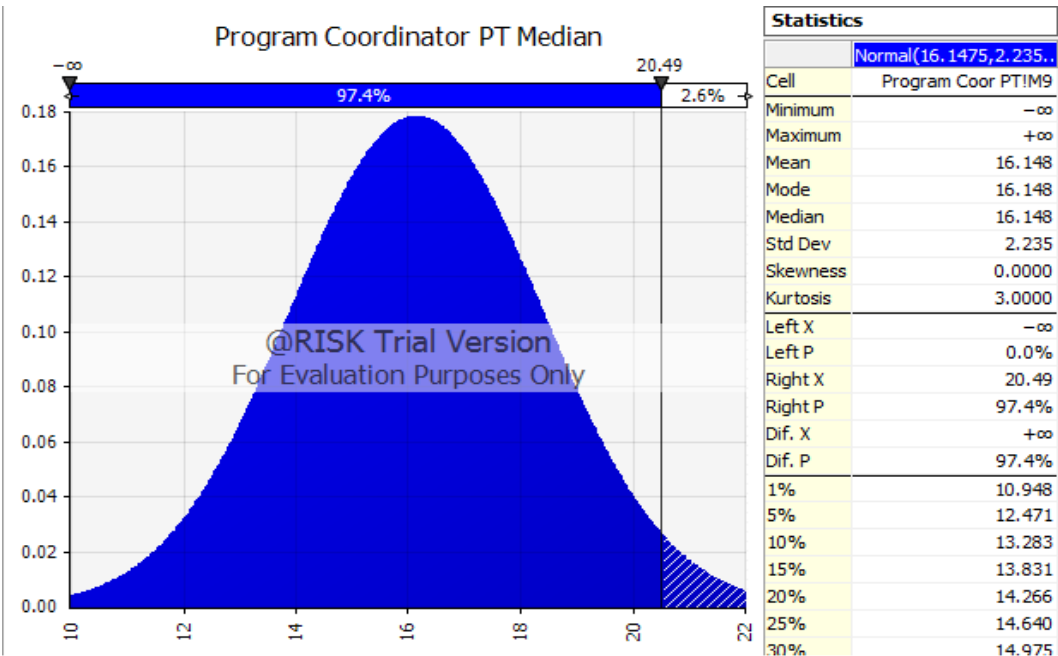


Actual

Santaquin	Low	\$29,307
Lindon		\$36,026
Average		\$39,827
Payson		\$40,480
American Fork		\$41,246
Lehi		\$43,260
Pleasant Grove		\$44,842

Job #1270 - RECREATION COORDINATOR

Part Time											
					Range			Actual			
Entity	Preferred Title	Hrs/Wk	Ben	Inc	Min	Mid	Max	Low	High	Avg	Updated
CLEARFIELD	PROGRAM SUPERVISOR	10	N	17	\$10.96	\$13.70	\$16.43	\$10.96	\$12.53	\$11.64	9/9/2014
PROVO	RECREATION COORDINATOR - SUPERVISOR	0	N	2	\$5.85	\$14.15	\$22.44	\$10.20	\$12.00	\$11.10	9/4/2014
RIVERDALE	RECREATION SPECIALIST	0	N	3	\$14.36	\$18.51	\$22.66	\$14.36	\$15.82	\$15.00	10/15/2013
NORTH LOGAN	RECREATION COORDINATOR	10	N	1	\$15.50	\$18.24	\$20.98	\$19.83	\$19.83	\$19.83	4/17/2012
Average											
LONDON	Program Coordinator PT	20	N	1	\$16.41	\$20.49	\$24.57	\$16.86	\$16.86	\$16.86	10/23/2014
Difference					-3	\$4.74	\$4.34	\$3.94	\$3.02	\$1.82	\$2.47
Difference %					28.90%	21.19%	16.05%	17.93%	10.77%	14.64%	
# of Respondents					4	4	4	4	4	4	
Standard Deviation					\$4.33	\$2.58	\$2.90	\$4.39	\$3.61	\$4.01	
Standard Error					\$2.17	\$1.29	\$1.45	\$2.19	\$1.80	\$2.01	



Range

Provo	\$5.85
Clearfield	\$10.96
Average	\$11.67
Riverdale	\$14.36
North Logan	\$15.50
London	\$16.41

Min Range

Provo	\$5.85
Clearfield	\$10.96
Average	\$11.67
Riverdale	\$14.36
North Logan	\$15.50
London	\$16.41

Mid Range

Clearfield	\$13.70
Provo	\$14.15
Average	\$16.15
North Logan	\$18.24
Riverdale	\$18.51
London	\$20.49

Max Range

Clearfield	\$16.43
Average	\$20.63
North Logan	\$20.98
Provo	\$22.44
Riverdale	\$22.66
London	\$24.57

Actual

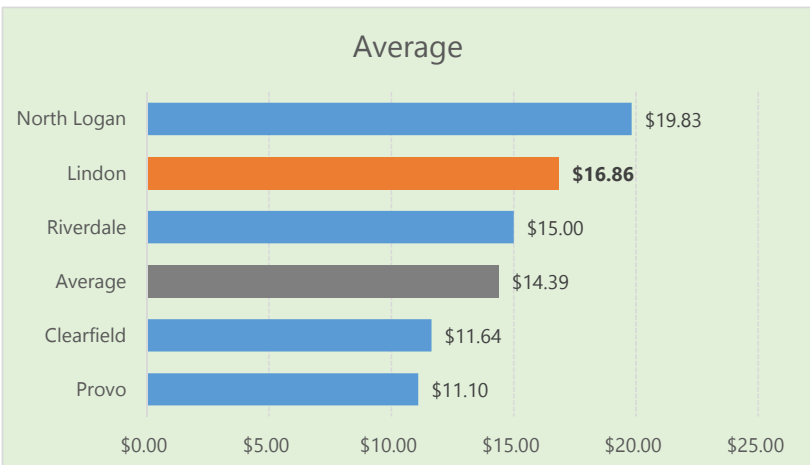
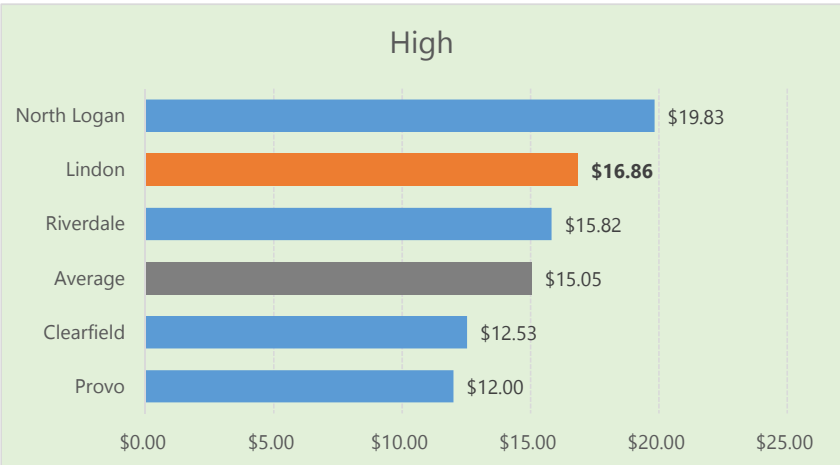
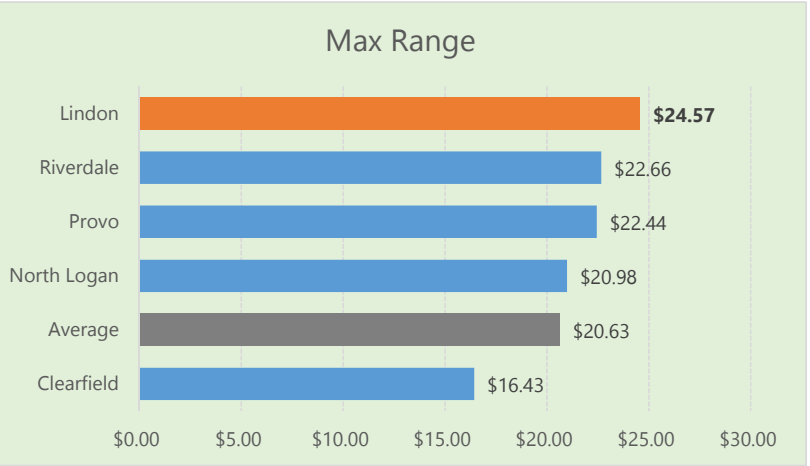
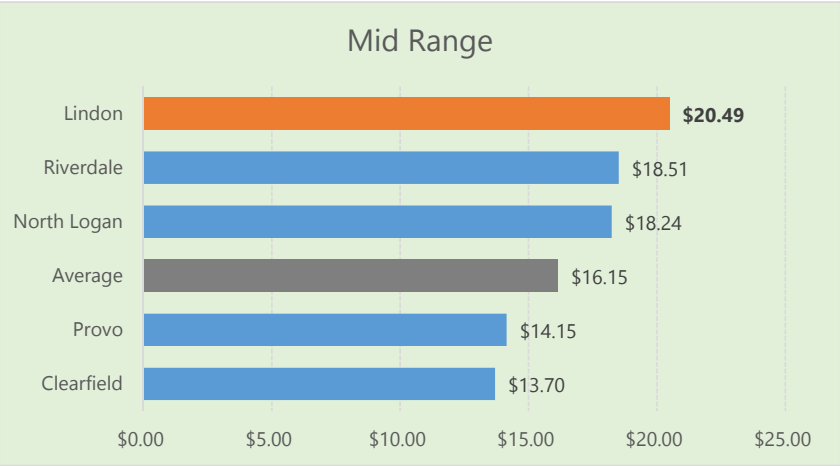
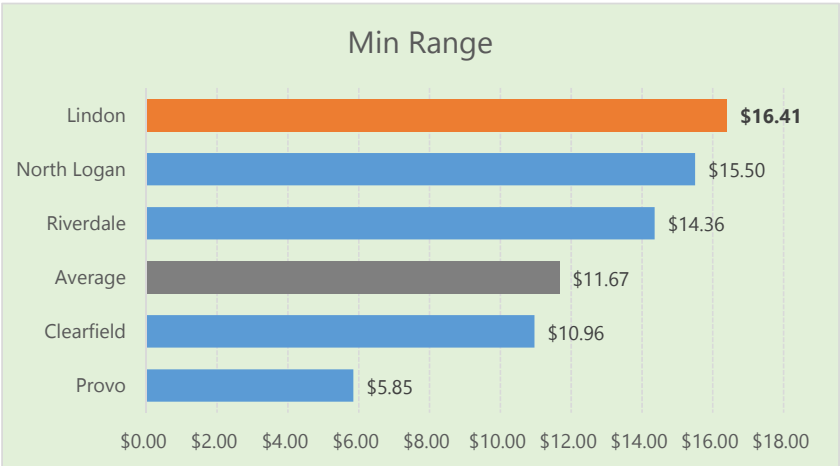
Provo	\$10.20
Clearfield	\$10.96
Average	\$13.84
Riverdale	\$14.36
London	\$16.86
North Logan	\$19.83

Low

Provo	\$10.20
Clearfield	\$10.96
Average	\$13.84
Riverdale	\$14.36
London	\$16.86
North Logan	\$19.83

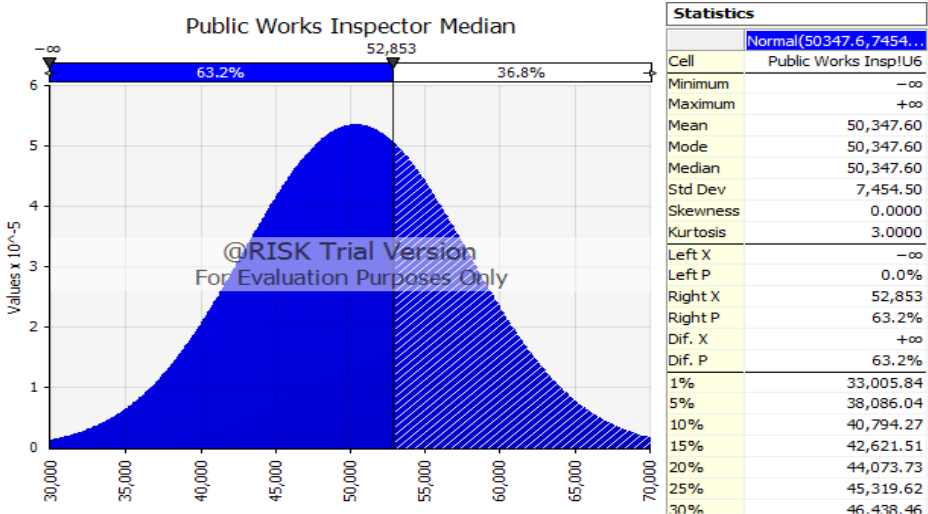
High

Provo	\$12.00
Clearfield	\$12.53
Average	\$15.05
Riverdale	\$15.82

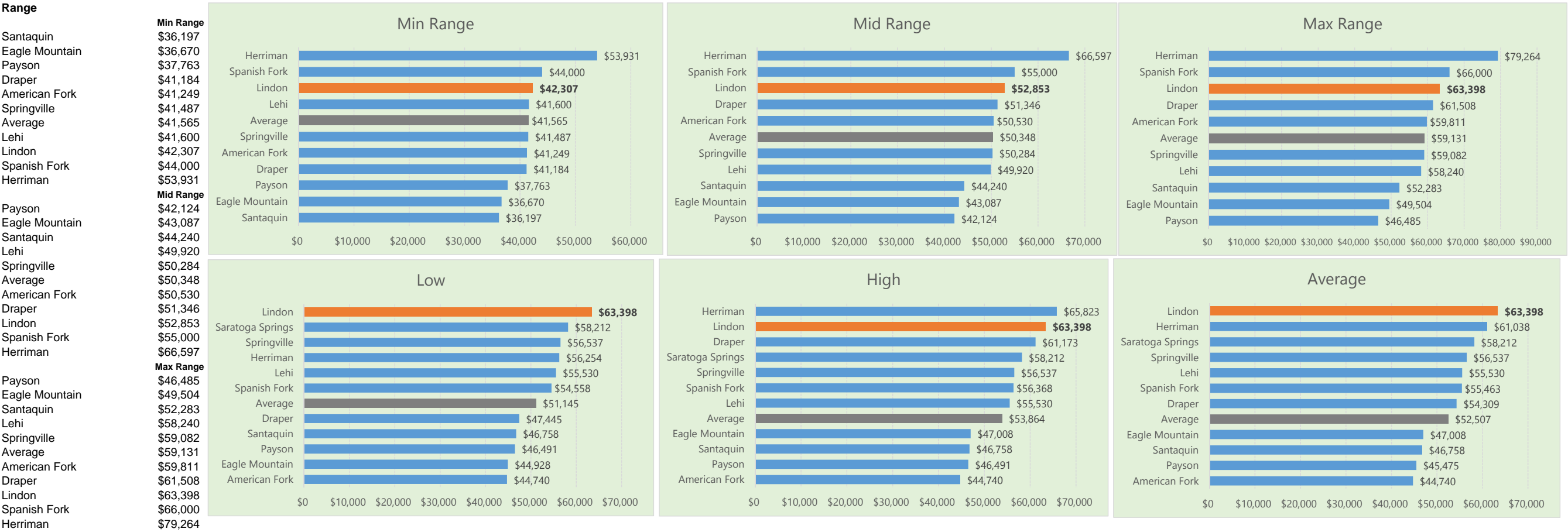


Job # 2030 - PUBLIC WORKS INSPECTOR I

										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
AMERICAN FORK	PUBLIC WORKS INSPECTOR		Jul-14	2080		N	0	0	1	\$41,249	\$50,530	\$59,811	\$44,740	\$44,740	\$44,740	\$15,062	29.31%	\$72,915	9/10/2014
HERRIMAN	Public Works Inspector III		Jul-14	2080	=	N	0	0	2	\$53,931	\$66,597	\$79,264	\$56,254	\$65,823	\$61,038	\$9,861	7.65%	\$75,568	9/16/2014
SARATOGA SPRINGS	ENGINEERING INSPECTOR		Jul-14	2080	=	N	0	0	1	\$0	\$0	\$0	\$58,212	\$58,212	\$58,212	\$13,527	26.12%	\$86,944	9/22/2014
SPRINGVILLE	PUBLIC WORKS INSPECTOR	N	Jul-14	2080	N	N	0	0	1	\$41,487	\$50,284	\$59,082	\$56,537	\$56,537	\$56,537	\$16,540	26.30%	\$87,947	9/4/2014
LEHI	PUBLIC WORKS DRAINAGE INSPECTOR	N	Jul-14	2080	N	N	0	0	1	\$41,600	\$49,920	\$58,240	\$55,530	\$55,530	\$55,530	\$14,838	24.17%	\$83,790	9/22/2014
SPANISH FORK	PUBLIC WORKS INSPECTOR II		Oct-13	2080	=	N	0	0	2	\$44,000	\$55,000	\$66,000	\$54,558	\$56,368	\$55,463	\$12,034	25.59%	\$81,691	8/5/2014
DRAPER	Inspector (Engineering)	Inspection Supervisor (Engineering)	Jul-14	2080	=	N	0	0	2	\$41,184	\$51,346	\$61,508	\$47,445	\$61,173	\$54,309	\$16,141	24.94%	\$83,995	8/22/2014
EAGLE MOUNTAIN			Jul-12	2080			0	0	1	\$36,670	\$43,087	\$49,504	\$44,928	\$47,008	\$47,008	\$10,424	13.08%	\$63,580	1/27/2014
SANTAQUIN	INFRASTRUCTURE INSPECTOR	BUILDING OFFICIAL	Jul-11	2080	=	N	0	0	1	\$36,197	\$44,240	\$52,283	\$46,758	\$46,758	\$46,758	\$16,466	24.94%	\$74,886	6/11/2014
PAYSON	PUBLIC WORKS INSPECTOR	Community Development Dir	Jul-14	2080	=	N	0	0	1	\$37,763	\$42,124	\$46,485	\$46,491	\$46,491	\$45,475	\$18,776	26.15%	\$76,143	9/9/2014



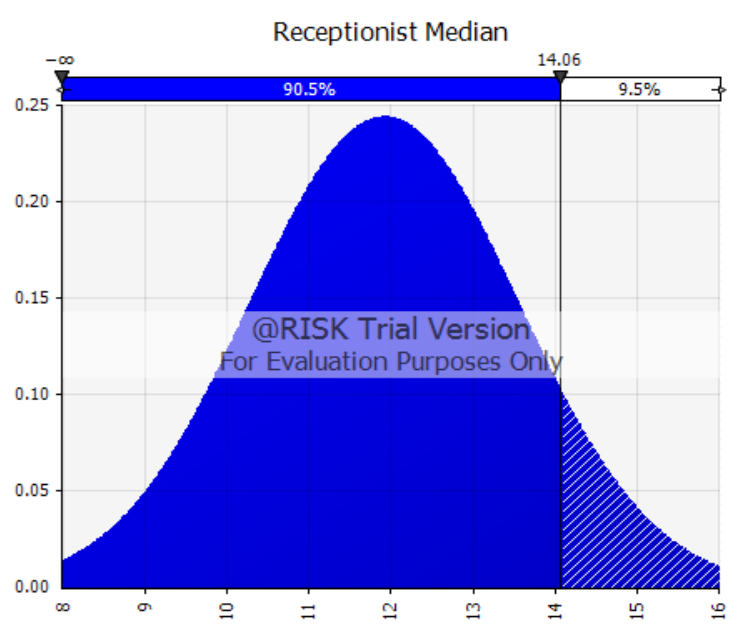
		Average							\$41,565	\$50,348	\$59,131	\$51,145	\$53,864	\$52,507	\$14,367	22.83%	\$78,746	
LONDON	Public Works Inspector	Jul-14	2080	=	N	0	0	1	\$42,307	\$52,853	\$63,398	\$63,398	\$63,398	\$63,398	\$17,569	30.66%	\$100,408	9/30/2014
Difference									\$742	\$2,505	\$4,267	\$12,253	\$9,534	\$10,891	\$3,202	7.84%	\$21,662	
Difference %									1.75%	4.74%	6.73%	19.33%	15.04%	17.18%	18.23%	25.55%	21.57%	
# of Respondents									9	9	9	10	10	10	10	10	10	
Standard Deviation									\$5,319	\$7,454	\$9,740	\$5,480	\$7,201	\$5,923	\$2,876	6.83%	\$7,523	
Standard Error									\$1,773	\$2,485	\$3,247	\$1,733	\$2,277	\$1,873	\$909	2.16%	\$2,379	





Job #2330 - RECEPTIONIST / SECRETARY

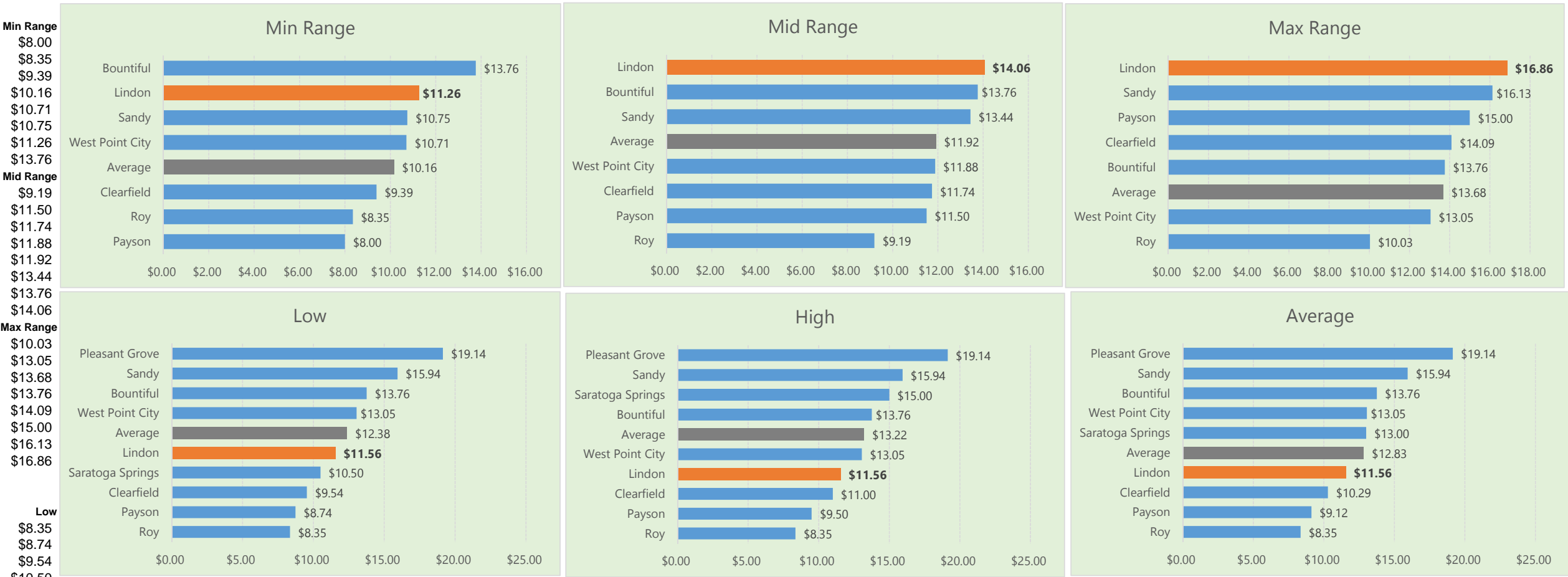
Part Time											
Range					Actual						
Entity	Preferred Title	Hrs/Wk	Ben	Inc	Min	Mid	Max	Min	Max	Avg	Updated
BOUNTIFUL	GENERAL OFFICE ASSISTANT	20	N	1	\$13.76	\$13.76	\$13.76	\$13.76	\$13.76	\$13.76	8/20/2014
CLEARFIELD	RECEPTIONIST	20	N	3	\$9.39	\$11.74	\$14.09	\$9.54	\$11.00	\$10.29	9/9/2014
PAYSON	Part-time Utility Customer Service Clerk	20	N	2	\$8.00	\$11.50	\$15.00	\$8.74	\$9.50	\$9.12	9/9/2014
ROY	RECEPTIONIST/SECRETARY	0	N	2	\$8.35	\$9.19	\$10.03	\$8.35	\$8.35	\$8.35	9/15/2014
SANDY	Public Utilities Receptionist - Part time 40553	20	Y	1	\$10.75	\$13.44	\$16.13	\$15.94	\$15.94	\$15.94	9/2/2014
SARATOGA SPRINGS	RECEPTIONIST	0	N	2	\$0.00	\$0.00	\$0.00	\$10.50	\$15.00	\$13.00	9/22/2014
WEST POINT CITY	Receptionist/AP	25	N	1	\$10.71	\$11.88	\$13.05	\$13.05	\$13.05	\$13.05	2/27/2013
PLEASANT GROVE	RECEPTIONIST			1	\$0.00	\$0.00	\$0.00	\$19.14	\$19.14	\$19.14	2/19/2014
Average				1	\$10.16	\$11.92	\$13.68	\$12.38	\$13.22	\$12.83	
LINDON	Receptionist *Clerk Typist 1 in Lindon Job Position. (Lisa Halversen). TO BE ADJUSTED TO RANGE 8.	20	N	1	\$11.26	\$14.06	\$16.86	\$11.56	\$11.56	\$11.56	10/9/2014
Difference					0	\$1.10	\$2.14	\$3.18	(\$0.82)	(\$1.66)	(\$1.27)
Difference %						9.77%	15.23%	18.88%	-7.07%	-14.34%	-11.00%
# of Respondents						6	6	6	8	8	8
Standard Deviation						\$2.10	\$1.63	\$2.08	\$3.81	\$3.55	\$3.60
Standard Error						\$0.86	\$0.67	\$0.85	\$1.35	\$1.26	\$1.27



Statistics	
	Normal(11.9183,1.6346)
Cell	ReceptionistM8
Minimum	-∞
Maximum	+∞
Mean	11.9183
Mode	11.9183
Median	11.9183
Std Dev	1.6346
Skewness	0.0000
Kurtosis	3.0000
Left X	-∞
Left P	0.0%
Right X	14.06
Right P	90.5%
Dif. X	+∞
Dif. P	90.5%
1%	8.1157
5%	9.2296
10%	9.8235
15%	10.2241
20%	10.5426
25%	10.8158
30%	11.0611

Range

Payson	\$8.00
Roy	\$8.35
Clearfield	\$9.39
Average	\$10.16
West Point City	\$10.71
Sandy	\$10.75
Lindon	\$11.26
Bountiful	\$13.76
Mid Range	
Roy	\$9.19
Payson	\$11.50
Clearfield	\$11.74
West Point City	\$11.88
Average	\$11.92
Sandy	\$13.44
Bountiful	\$13.76
Lindon	\$14.06
Max Range	
Roy	\$10.03
West Point City	\$13.05
Average	\$13.68
Bountiful	\$13.76
Clearfield	\$14.09
Payson	\$15.00
Sandy	\$16.13
Lindon	\$16.86
Actual	
Roy	\$8.35
Payson	\$8.74
Clearfield	\$9.54
Saratoga Springs	\$10.50
Lindon	\$11.56



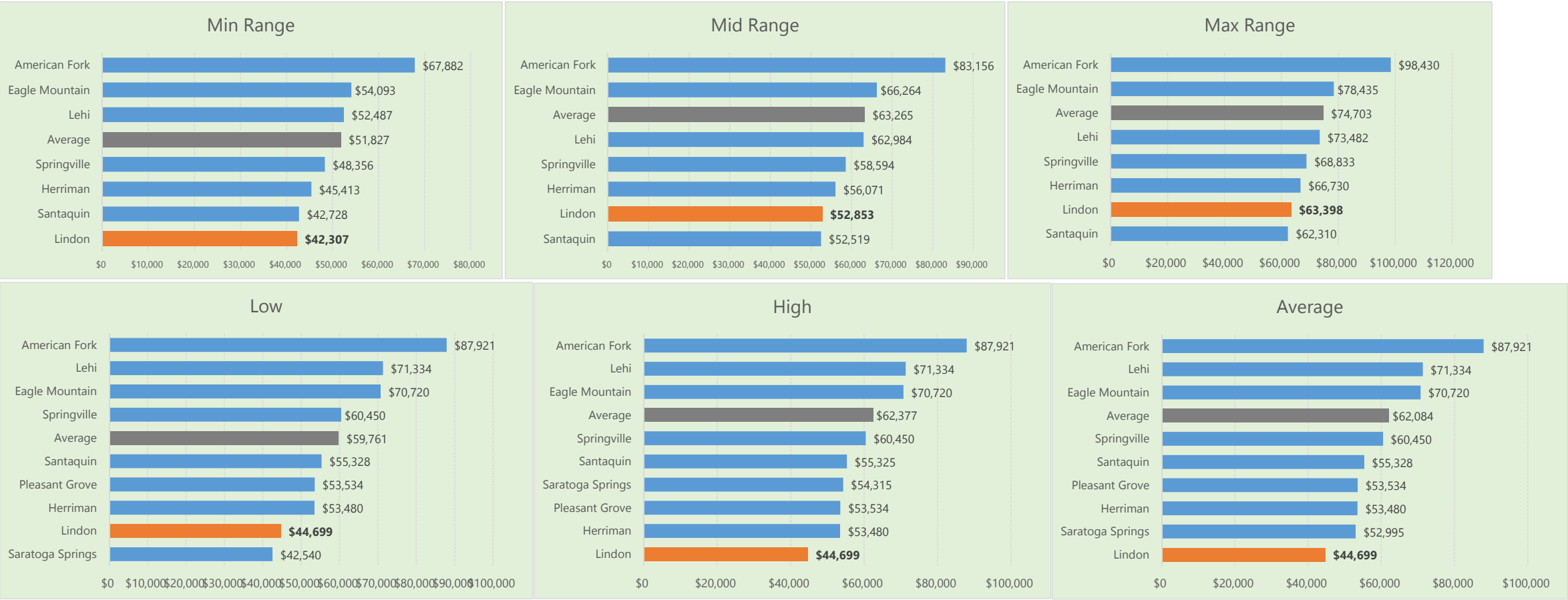
Job # 130 - CITY RECORDER																			
										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
AMERICAN FORK	CITY RECORDER	City Administrator	Jul-14	2080	N	0	0	1		\$67,882	\$83,156	\$98,430	\$87,921	\$87,921	\$87,921	\$15,062	29.31%	\$128,752	9/9/2014
LEHI	CITY RECORDER		Jul-14	2080	=	N	0	0	1		\$52,487	\$62,984	\$73,482	\$71,334	\$71,334	\$71,334	\$14,838	24.17%	\$103,413
EAGLE MOUNTAIN	CITY RECORDER	CITY ADMINISTRATOR	Jul-12	2080	>	Y	2	0	1	\$54,093	\$66,264	\$78,435	\$70,720	\$70,720	\$70,720	\$10,424	13.08%	\$90,394	2/12/2014
SPRINGVILLE	CITY RECORDER	City Administrator	Jul-14	2080	=	N	1	0	1	\$48,356	\$58,594	\$68,833	\$60,450	\$60,450	\$60,450	\$16,540	26.30%	\$92,889	9/2/2014
SANTAQUIN	CITY RECORDER	CITY MANAGER	Jul-11	2080	=	N	0	0	1	\$42,728	\$52,519	\$62,310	\$55,328	\$55,325	\$55,328	\$16,466	24.94%	\$85,593	6/11/2014
HERRIMAN	CITY RECORDER		Jul-14	2080	=	N	0	0	1	\$45,413	\$56,071	\$66,730	\$53,480	\$53,480	\$53,480	\$9,861	7.65%	\$67,433	9/16/2014
SARATOGA SPRINGS	CITY RECORDER		Jul-14	2080	=	N	0	0	1	\$0	\$0	\$0	\$42,540	\$42,540	\$42,540	\$13,527	26.12%	\$67,178	9/22/2014

Job # 140 - CITY RECORDER / EXECUTIVE SECRETARY																					
										Range			Actual								
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated		
SARATOGA SPRINGS			Jul-14	2080	=	N	0	0	1	\$0	\$0	\$0	\$42,540	\$66,090	\$63,450	\$13,527	26.12%	\$93,549	9/22/2014		
PLEASANT GROVE	CITY RECORDER	City Administrator	Jul-14	2080	=	N	0	0	1	\$0	\$0	\$0	\$53,534	\$53,534	\$53,534	\$11,768	32.81%	\$82,866	2/19/2014		
										Average			\$51,827	\$63,265	\$74,703	\$59,761	\$62,377	\$62,084	\$13,557	23.39%	\$90,230
LINDON	Recorder	City Administrator	Jul-14	2080	=	N	0	0	1	\$42,307	\$52,853	\$63,398	\$44,699	\$44,699	\$44,699	\$17,569	30.66%	\$75,975	9/30/2014		

Difference																						
Difference %																						
# of Respondents										6	6	6	9	9	9	9	9	9	9	9	9	9
Standard Deviation										\$8,937	\$10,897	\$12,884	\$14,742	\$13,325	\$13,262	\$2,448	7.94%	\$18,717				
Standard Error										\$3,648	\$4,449	\$5,260	\$4,914	\$4,442	\$4,421	\$816	2.65%	\$6,239				

Range

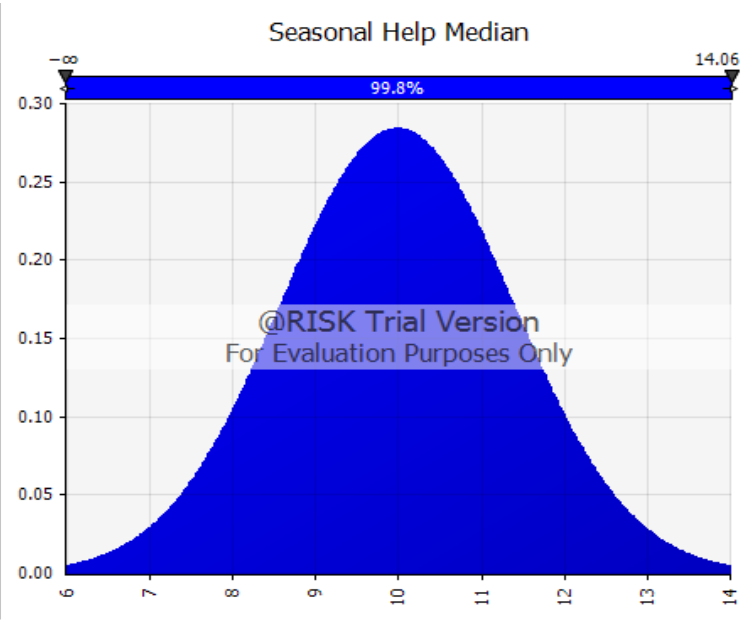
Lindon	\$42,307
Santaquin	\$42,728
Herriman	\$45,413
Springville	\$48,356
Average	\$51,827
Lehi	\$52,487
Eagle Mountain	\$54,093
American Fork	\$67,882
Mid Range	
Santaquin	\$52,519
Lindon	\$52,853
Herriman	\$56,071
Springville	\$58,594
Lehi	\$62,984
Average	\$63,265
Eagle Mountain	\$66,264
American Fork	\$83,156
Max Range	
Santaquin	\$62,310
Lindon	\$63,398
Herriman	\$66,730
Springville	\$68,833
Lehi	\$73,482
Average	\$74,703
Eagle Mountain	\$78,435
American Fork	\$98,430
Actual	
Low	
Saratoga Springs	\$42,540
Lindon	\$44,699
Herriman	\$53,480
Pleasant Grove	\$53,534
Santaquin	\$55,328
Average	\$59,761
Springville	\$60,450





Job #1971 - LABORER (PUBLIC WORKS)

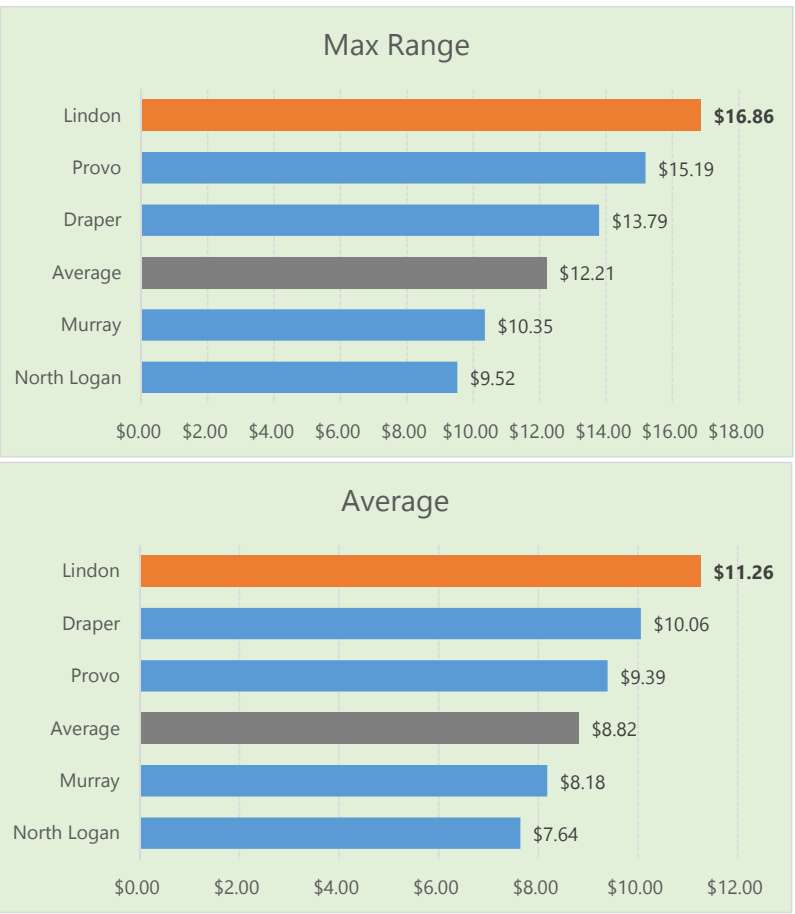
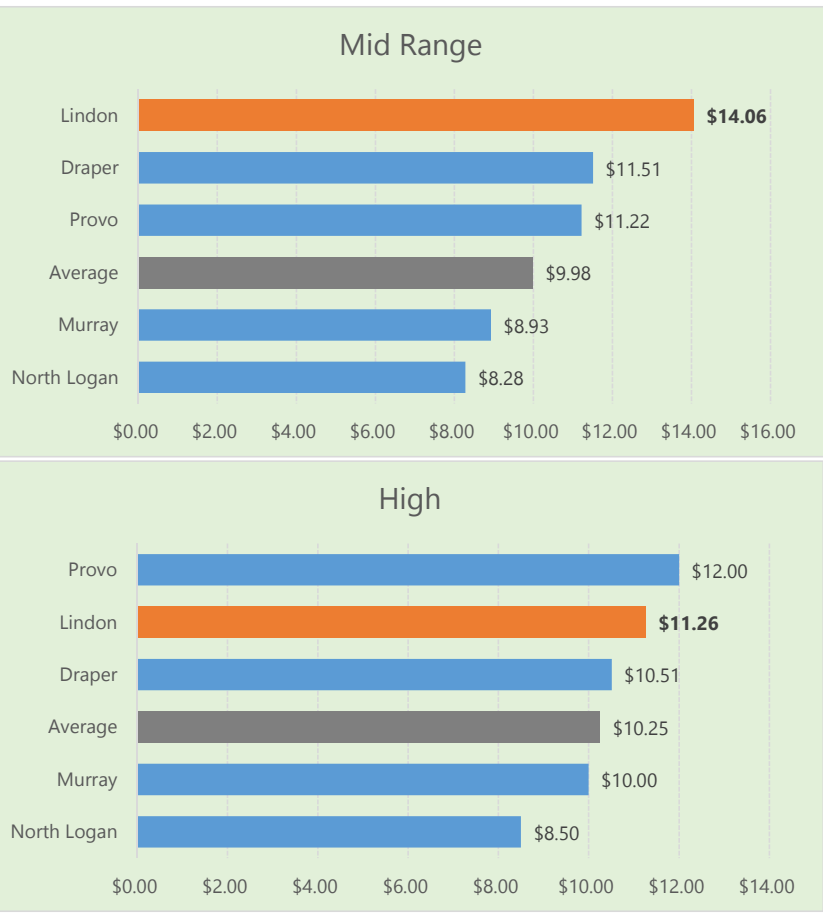
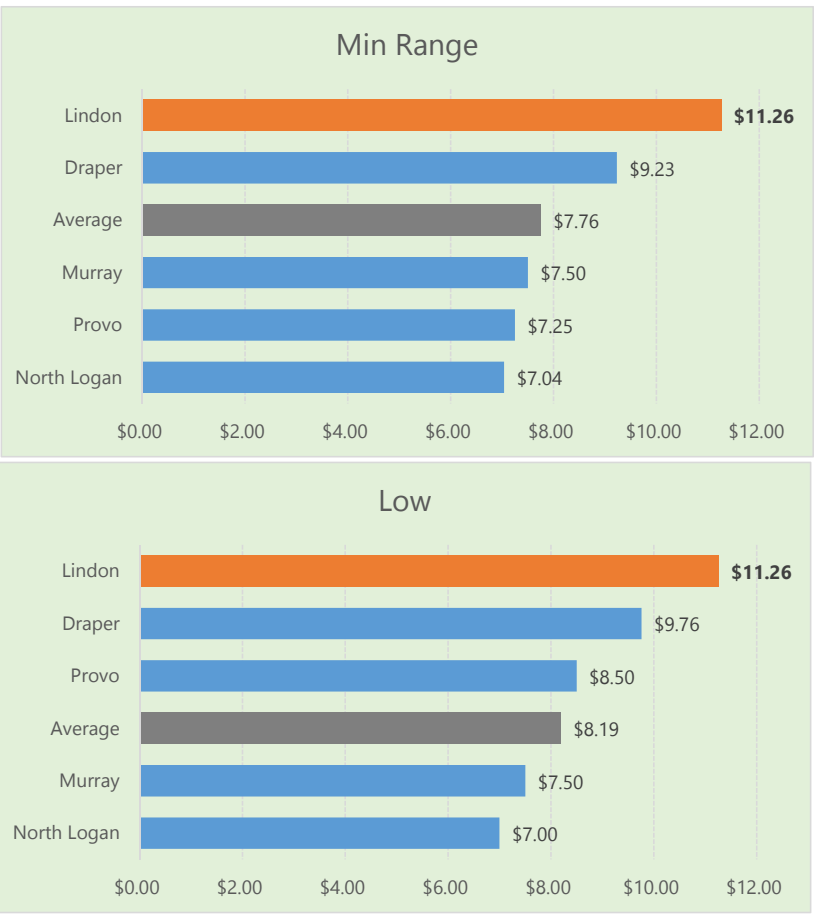
Temp / Seasonal										
			Range			Actual				
Entity	Preferred Title	Hrs/Wk	Inc	Min	Mid	Max	Min	Max	Avg	Updated
DRAPER	Seasonal Parks - Seasonal Laborers	40	10	\$9.23	\$11.51	\$13.79	\$9.76	\$10.51	\$10.06	8/22/2014
MURRAY	LABORER (PART TIME/SEASONAL) - GRADE P1	19	64	\$7.50	\$8.93	\$10.35	\$7.50	\$10.00	\$8.18	9/8/2014
NORTH LOGAN	LABORER I (PUBLIC WORKS)	40	4	\$7.04	\$8.28	\$9.52	\$7.00	\$8.50	\$7.64	4/17/2012
PROVO	LABORER	0	75	\$7.25	\$11.22	\$15.19	\$8.50	\$12.00	\$9.39	9/2/2014
Average			20	\$7.76	\$9.98	\$12.21	\$8.19	\$10.25	\$8.82	
LINDON	Seasonal Laborer	40	3	\$11.26	\$14.06	\$16.86	\$11.26	\$11.26	\$11.26	9/30/2014
Difference			-17	\$3.51	\$4.08	\$4.65	\$3.07	\$1.01	\$2.44	
Difference %				31.13%	28.99%	27.57%	27.26%	8.95%	21.69%	
# of Respondents				4	4	4	4	4	4	
Standard Deviation				\$1.00	\$1.62	\$2.71	\$1.22	\$1.44	\$1.11	
Standard Error				\$0.50	\$0.81	\$1.36	\$0.61	\$0.72	\$0.55	



Statistics	
	Normal(9.9838,1.4037)
Cell	Seasonal Help!L9
Minimum	-∞
Maximum	+∞
Mean	9.9838
Mode	9.9838
Median	9.9838
Std Dev	1.4037
Skewness	0.0000
Kurtosis	3.0000
Left X	-∞
Left P	0.0%
Right X	14.06
Right P	99.8%
Dif. X	+∞
Dif. P	99.8%
1%	6.7183
5%	7.6749
10%	8.1849
15%	8.5290
20%	8.8024
25%	9.0370
30%	9.2477

Range

North Logan	\$7.04
Provo	\$7.25
Murray	\$7.50
Average	\$7.76
Draper	\$9.23
Lindon	\$11.26
North Logan	\$8.28
Murray	\$8.93
Average	\$9.98
Provo	\$11.22
Draper	\$11.51
Lindon	\$14.06
North Logan	\$9.52
Murray	\$10.35
Average	\$12.21
Draper	\$13.79
Provo	\$15.19
Lindon	\$16.86
North Logan	\$7.00
Murray	\$7.50
Average	\$8.19
Provo	\$8.50
Draper	\$9.76
Lindon	\$11.26
North Logan	\$8.50
Murray	\$10.00
Average	\$10.25
Draper	\$10.51

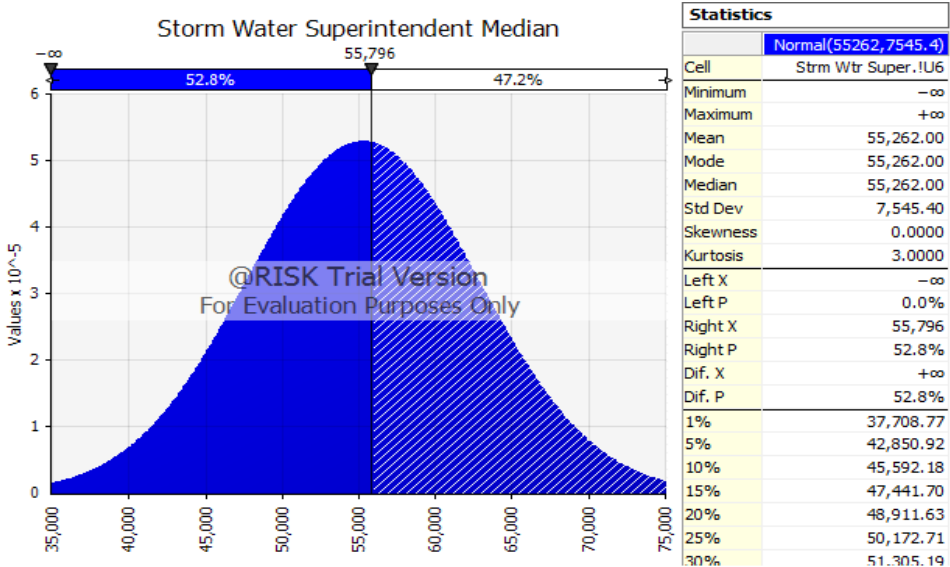


Job # 2083 - STORMWATER COORDINATOR

Range										Actual								
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
LEHI	STORM WATER OPERATOR		Jul-14	2080	=	N	0	1	\$41,600	\$49,920	\$58,240	\$55,530	\$55,530	\$55,530	\$14,838	24.17%	\$83,790	9/22/2014
COTTONWOOD HEIGHTS	PUBLIC WORKS INSPECTOR	PUBLIC WORKS DIRECTOR	Jul-13	2080	=	N	0	1	\$46,229	\$56,203	\$66,178	\$51,381	\$51,381	\$51,381	\$14,333	23.23%	\$77,650	2/13/2014
MIDVALE	STORM WATER COORDINATOR	City Engineer	Sep-14	2080	=	N	0	1	\$38,750	\$47,444	\$56,139	\$50,581	\$50,581	\$50,581	\$17,237	25.29%	\$80,609	9/9/2014
MURRAY	STORM WATER COMPLIANCE INSPECTOR - GRADE 16	STORM WATER SUPERVISOR	Jul-14	2080	=	N	0	1	\$38,667	\$48,339	\$58,011	\$48,339	\$48,339	\$48,339	\$13,566	30.32%	\$76,561	8/29/2014

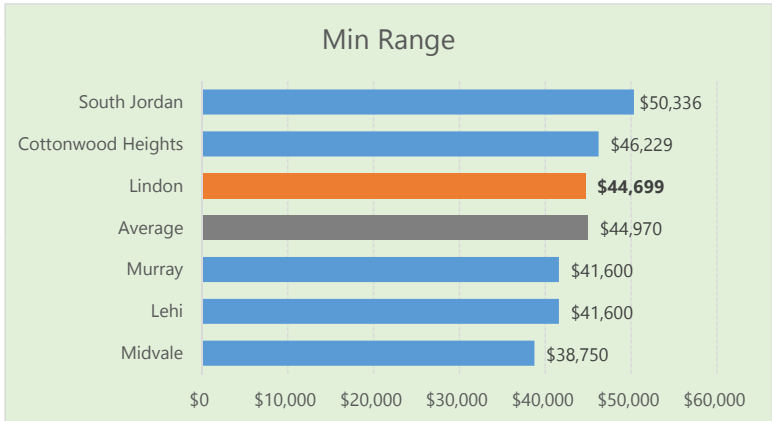
Job # 2084 - STORMWATER MANAGER

Range										Actual								
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
AMERICAN FORK	WASTEWATER/STORM MAINTENANCE MANAGER		Jul-13	2080		Y	0	1	\$54,675	\$68,344	\$82,013	\$64,584	\$64,584	\$64,584	\$15,062	29.31%	\$98,575	12/15/2013
MURRAY	STORM WATER SUPERVISOR - GRADE 19	STREETS & STORMWATER SUPERINTENDENT	Jul-14	2080	=	N	6	2	\$44,533	\$55,682	\$66,830	\$62,296	\$62,296	\$62,296	\$13,566	30.32%	\$94,750	8/29/2014
SOUTH JORDAN	Storm Drain Manager	Associate Director	Jul-14	2080	=	N	0	1	\$50,336	\$60,902	\$71,469	\$56,243	\$56,243	\$56,243	\$14,578	25.59%	\$85,214	9/11/2014
Average									\$44,970	\$55,262	\$65,554	\$55,565	\$55,565	\$55,565	\$14,740	26.89%	\$85,307	
LINDON	Storm Water Superintendent		Jul-14	2080	=	N	0	1	\$44,699	\$55,796	\$66,893	\$56,930	\$56,930	\$56,930	\$17,569	30.66%	\$91,956	9/30/2014
Difference									(\$271)	\$534	\$1,339	\$1,365	\$1,365	\$1,365	\$2,829	3.77%	\$6,649	
Difference %									-0.61%	0.96%	2.00%	2.40%	2.40%	2.40%	16.10%	12.30%	7.23%	
# of Respondents									7	7	7	7	7	7	7	7	7	
Standard Deviation									\$5,980	\$7,545	\$9,192	\$6,078	\$6,078	\$6,078	\$1,245	3.01%	\$8,413	
Standard Error									\$2,260	\$2,852	\$3,474	\$2,297	\$2,297	\$2,297	\$470	1.14%	\$3,180	



Range

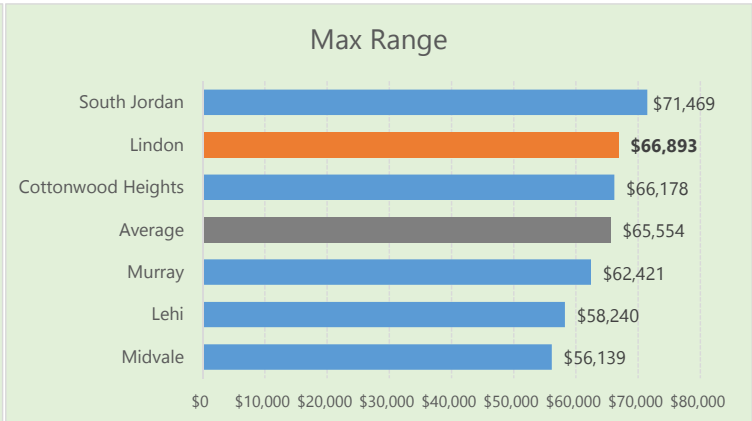
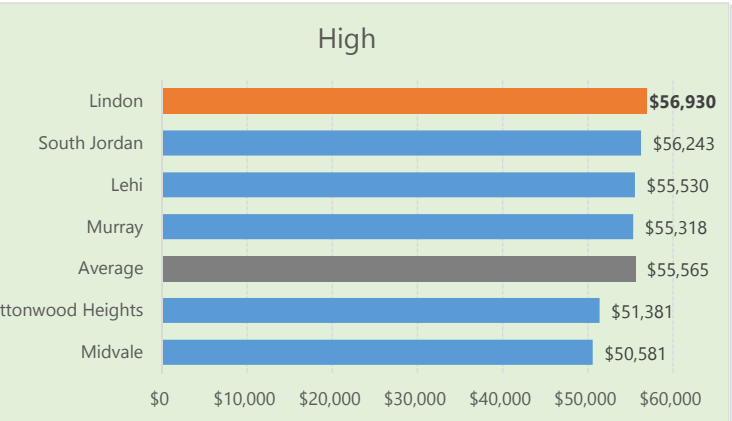
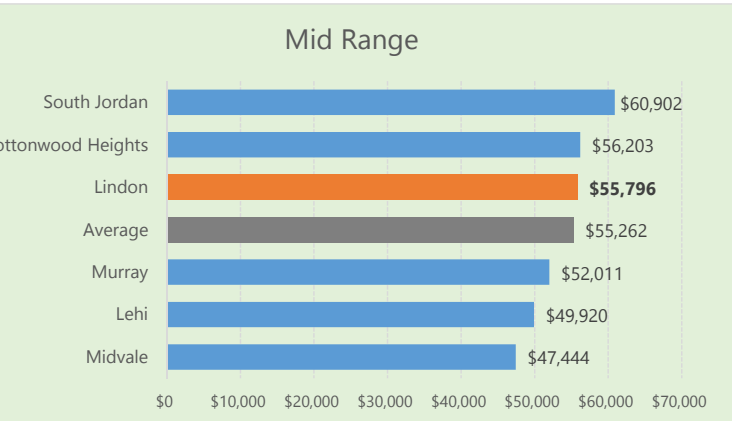
Midvale	Min Range	\$38,750
Lehi		\$41,600
Murray		\$41,600
Average		\$44,970
Lindon		\$44,699
Cottonwood Heights		\$46,229
South Jordan		\$50,336
Midvale	Mid Range	\$47,444
Lehi		\$49,920
Murray		\$52,011
Average		\$55,262
Lindon		\$55,796
Cottonwood Heights		\$56,203
South Jordan		\$60,902



Midvale	Max Range	\$56,139
Lehi		\$58,240
Murray		\$62,421
Average		\$65,554
Cottonwood Heights		\$66,178
Lindon		\$66,893
South Jordan		\$71,469

Actual

Midvale	Low	\$50,581
Cottonwood Heights		\$51,381
Average		\$55,565
Murray		\$55,318
Lehi		\$55,530
South Jordan		\$56,243
Lindon	High	\$56,930





Job # 2085 - STREET DIRECTOR

										Range			Actual								
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated		
LEHI	STREET SUPERVISOR		Jul-14	2080	=	N	0	0	1	\$44,952	\$53,942	\$62,932	\$64,829	\$64,829	\$64,829	\$14,838	24.17%	\$95,337	9/22/2014		

Job # 2090 - STREET SUPERINTENDENT

										Range			Actual								
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated		
PAYSON	STREETS/SOLID WASTE/STORM DRAIN SUPERINTENDENT	Public Works Director	Jul-14	2340	=	Y	9	9	1	\$58,016	\$65,884	\$73,753	\$70,619	\$70,619	\$70,619	\$14,755	26.15%	\$103,841	9/9/2014		
HERRIMAN	Streets Manager		Jul-14	2080	=	N	0	0	1	\$54,902	\$67,579	\$80,257	\$69,596	\$69,596	\$69,596	\$9,861	7.65%	\$84,781	9/16/2014		
LEHI	STREET SUPERINTENDENT	Public Works Director	Jul-14	2080	N	N	0	0	1	\$56,716	\$68,059	\$79,402	\$66,235	\$66,235	\$66,235	\$14,838	24.17%	\$97,083	9/22/2014		
AMERICAN FORK	STREETS DIVISION SUPERINTENDENT		Jul-14	2080		Y	0	0	1	\$55,619	\$68,133	\$80,647	\$66,040	\$66,040	\$66,040	\$15,062	29.31%	\$100,458	9/10/2014		
SPRINGVILLE	STREET SUPERINTENDENT		Jul-14	2080	=	N	0	0	1	\$48,356	\$58,594	\$68,833	\$56,516	\$56,516	\$56,516	\$16,540	26.30%	\$87,920	9/5/2014		
PLEASANT GROVE	STREETS/STORM DRAIN SUPERINTENDENT	Public Works Director	Jul-14	2080	>	N	0	0	1	\$0	\$0	\$0	\$54,871	\$54,871	\$54,871	\$11,768	32.81%	\$84,642	2/19/2014		
SPANISH FORK	Streets Division Manager	Public Works Director		2080	=	N	0	0	1	\$49,600	\$62,000	\$74,400	\$0	\$0	\$0	\$12,034	25.59%	\$0	8/7/2014		

Average										\$52,594	\$63,456	\$74,318	\$64,101	\$64,101	\$64,101	\$13,712	24.52%	\$93,437		
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LINDON	Streets Superintendent		Jul-14	2080	=	N	0	0	1	\$44,699	\$55,796	\$66,893	\$66,893	\$66,893	\$66,893	\$17,569	30.66%	\$104,974	9/30/2014		
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Difference										(\$7,895)	(\$7,660)	(\$7,425)	\$2,792	\$2,792	\$2,792	\$3,857	6.14%	\$11,537		
Difference %										-17.66%	-13.73%	-11.10%	4.17%	4.17%	4.17%	21.95%	20.03%	10.99%		
# of Respondents										7	7	7	7	7	7	8	8	7		
Standard Deviation										\$4,936	\$5,511	\$6,598	\$6,113	\$6,113	\$6,113	\$2,232	7.40%	\$7,715		
Standard Error										\$1,866	\$2,083	\$2,494	\$2,311	\$2,311	\$2,311	\$789	2.62%	\$2,916		

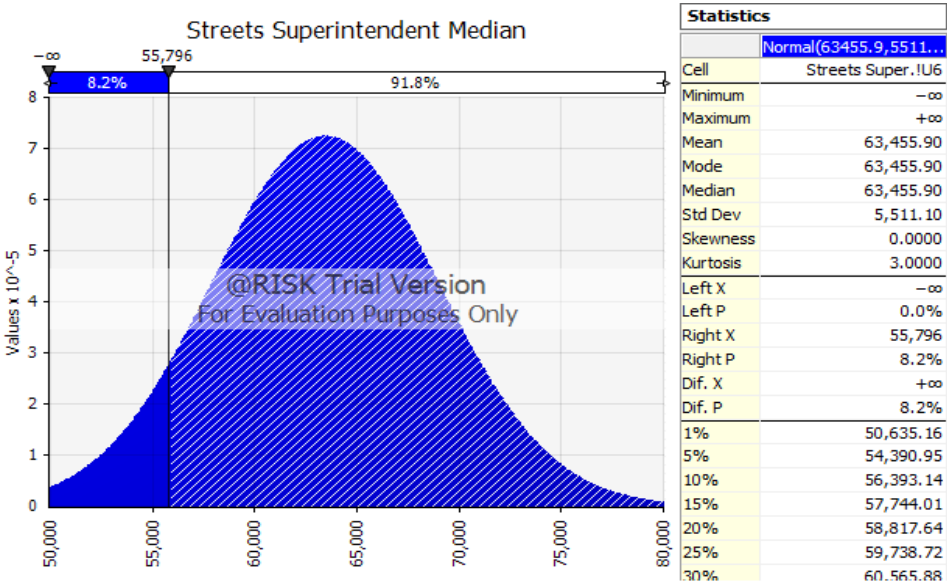
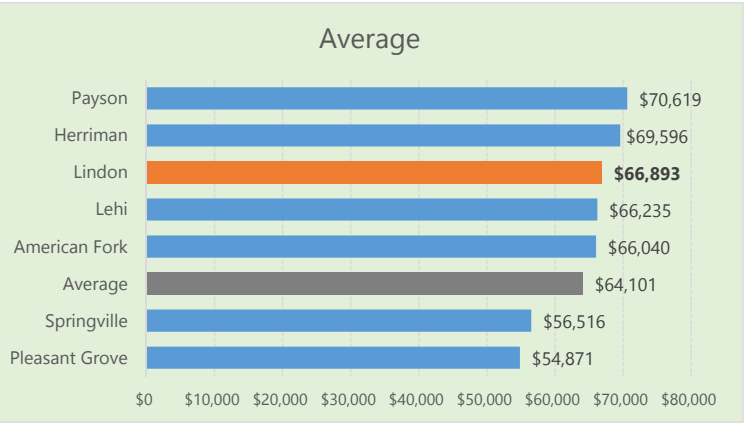
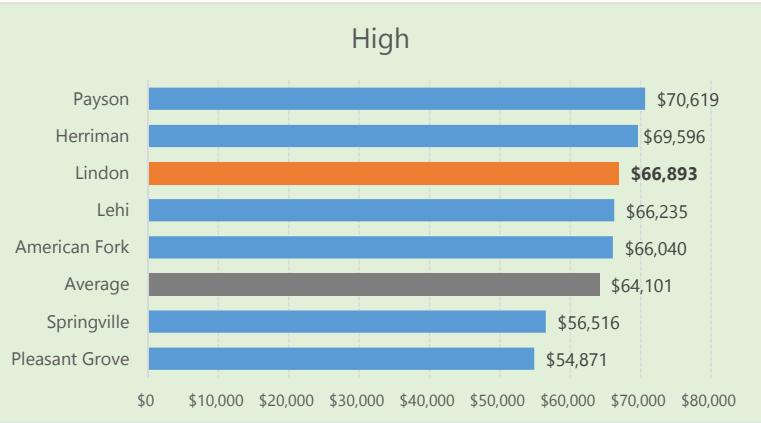
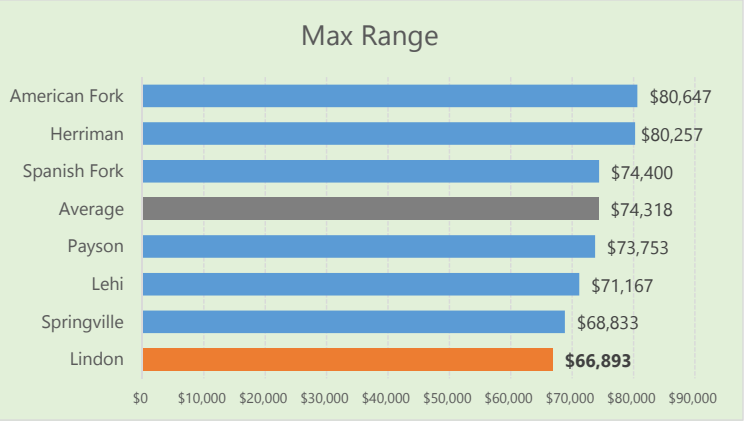
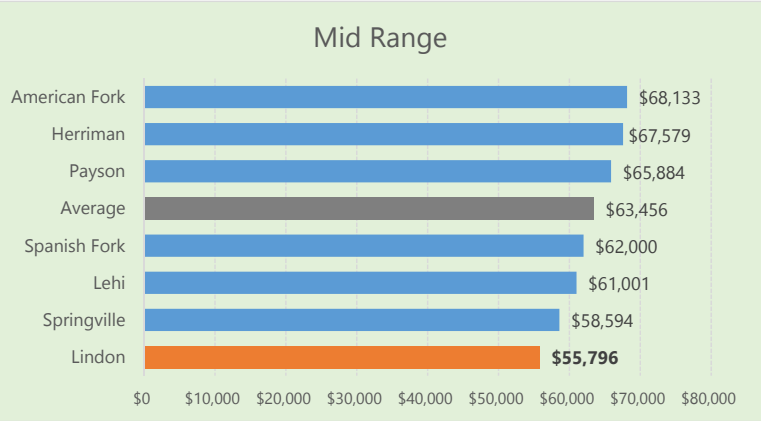
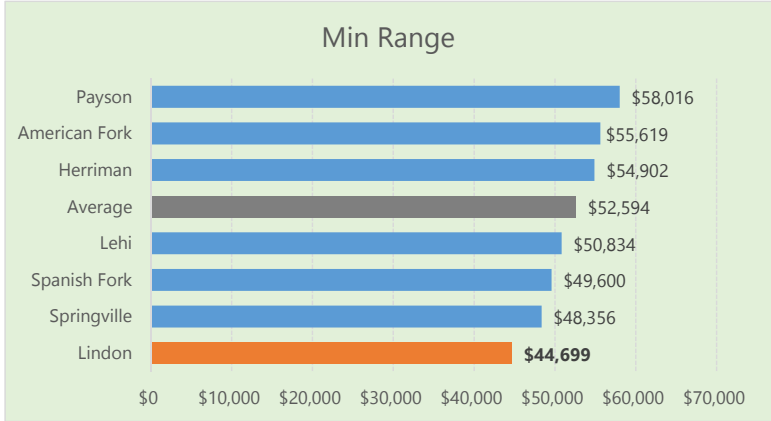
Range

Lindon	Min Range	\$44,699
Springville		\$48,356
Spanish Fork		\$49,600
Lehi		\$50,834
Average		\$52,594
Herriman		\$54,902
American Fork		\$55,619
Payson		\$58,016
Lindon	Mid Range	\$55,796
Springville		\$58,594
Lehi		\$61,001
Spanish Fork		\$62,000
Average		\$63,456
Payson		\$65,884
Herriman		\$67,579
American Fork		\$68,133

Lindon	Max Range	\$66,893
Springville		\$68,833
Lehi		\$71,167
Payson		\$73,753
Average		\$74,318
Spanish Fork		\$74,400
Herriman		\$80,257
American Fork		\$80,647

Actual

Pleasant Grove	Low	\$54,871
Springville		\$56,516
Average		\$64,101
American Fork		\$66,040
Lehi		\$66,235
Lindon		\$66,893

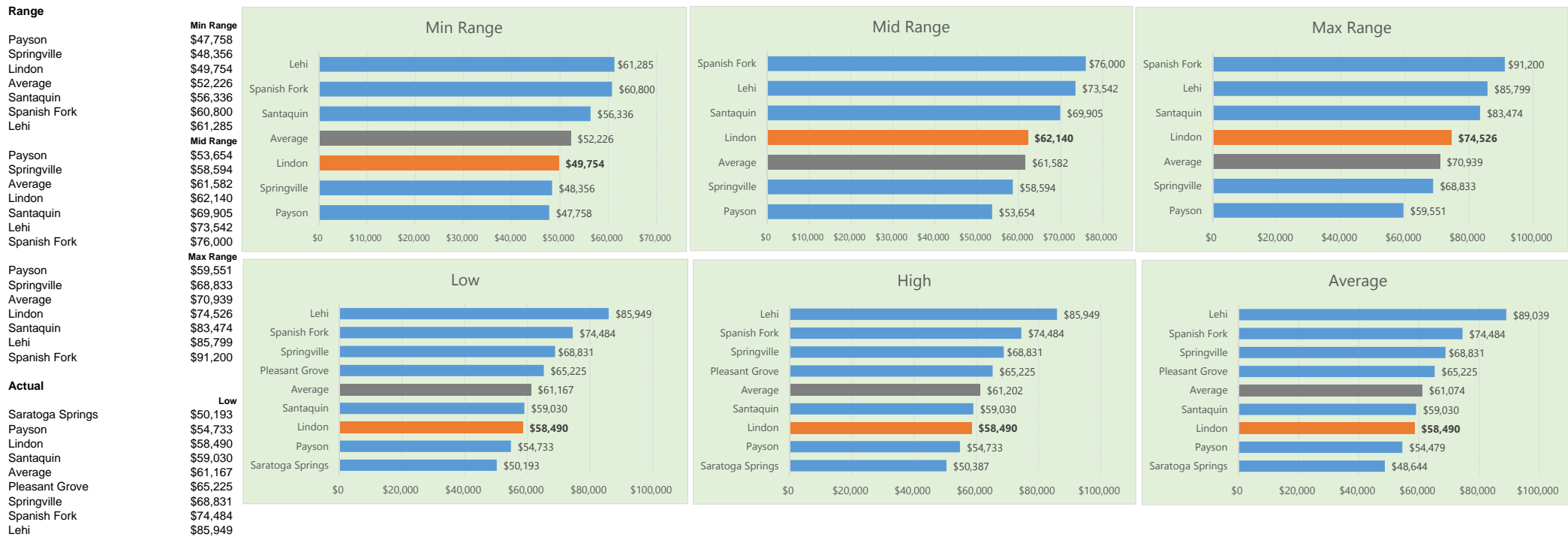
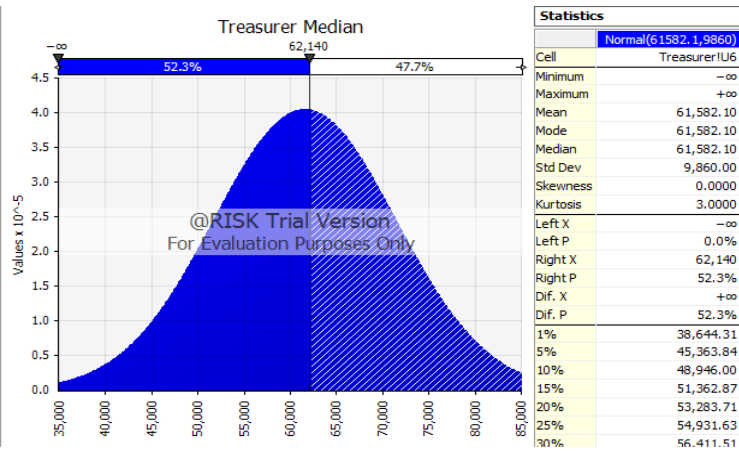


Job # 120 - CITY CLERK / TREASURER																		
										Range			Actual					
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Fisa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
PAYSON	City Treasurer	City Manager	Jul-14	2080	= Y	4	3	1	\$47,758	\$53,654	\$59,551	\$54,374	\$54,374	\$53,358	\$18,776	26.15%	\$86,088	9/9/2014
SARATOGA SPRINGS			Jul-14	2080	= N	0	0	1	\$49,999	\$0	\$0	\$0	\$50,387	\$46,901	\$13,527	26.12%	\$72,678	9/22/2014

Job # 145 - CITY TREASURER																			
Range												Actual							
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
LEHI	CITY TREASURER	Finance/Administrative Director	Jul-14	2080	N	N	0	0	1	\$61,285	\$73,542	\$85,799	\$85,949	\$85,949	\$89,039	\$14,838	24.17%	\$125,399	9/22/2014
SPANISH FORK	TREASURER		Oct-13	2080	=	N	0	0	1	\$60,800	\$76,000	\$91,200	\$74,484	\$74,484	\$74,484	\$12,034	25.59%	\$105,580	7/10/2014
SPRINGVILLE	CITY TREASURER	N	Jul-14	2080	N	N	0	0	1	\$48,356	\$58,594	\$68,833	\$68,831	\$68,831	\$68,831	\$16,540	26.30%	\$103,474	9/2/2014
PLEASANT GROVE	CITY TREASURER/HUMAN RESOURCES	Finance Director	Jul-14	2080	>	N	0	0	1	\$0	\$0	\$0	\$65,225	\$65,225	\$65,225	\$11,768	32.81%	\$98,393	2/19/2014
SANTAQUIN	ADMINISTRATIVE SERVICES DIRECTOR/TREASURER	CITY MANAGER	Jul-11	2080	>	N	7	7	1	\$56,336	\$69,905	\$83,474	\$59,030	\$59,030	\$59,030	\$16,466	24.94%	\$90,218	6/11/2014
PAYSON	CITY TREASURER	CITY RECORDER/FINANCE DIRECTOR	Jul-14	2080	>	Y	3	3	1	\$47,758	\$53,654	\$59,551	\$55,934	\$55,934	\$55,934	\$18,776	26.15%	\$89,337	9/9/2014
SARATOGA SPRINGS	CITY TREASURER		Jul-14	2080	=	N	0	0	1	\$0	\$0	\$0	\$50,387	\$50,387	\$50,387	\$13,522	26.12%	\$77,074	9/22/2014

Job # 146 - CITY TREASURER/COLLECTOR																			
									Range			Actual							
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
PAYSON	CITY TREASURER	CITY RECORDER/FINANCE DIRECTOR	Jul-14	2080	=	N	3	3	1	\$47,758	\$53,654	\$59,551	\$55,934	\$55,934	\$55,934	\$18,776	26.15%	\$89,337	9/9/2014

Job # 183 - HUMAN RESOURCES PROFESSIONAL																			
										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
PAYSON	Human Resource Coordinator	City Manager	Jul-14	2080	=	N	0	0	1	\$47,758	\$53,654	\$59,551	\$52,689	\$52,689	\$52,690	\$18,776	26.15%	\$85,245	9/9/2014
Average										\$52,226	\$61,582	\$70,939	\$61,167	\$61,202	\$61,074	\$15,800	26.42%	\$92,984	
LONDON	Treasurer	City Administrator	Jul-14	2080	=	N	0	0	1	\$49,754	\$62,140	\$74,526	\$58,490	\$58,490	\$58,490	\$17,569	30.66%	\$93,994	9/30/2014
Difference										(\$2,472)	\$558	\$3,587	(\$2,677)	(\$2,712)	(\$2,584)	\$1,769	4.24%	\$1,010	
Difference %										-4.97%	0.90%	4.81%	-4.58%	-4.64%	-4.42%	10.07%	13.82%	1.07%	
# of Respondents										8	8	8	11	11	11	12	12	11	
Standard Deviation										\$6,179	\$9,860	\$13,689	\$11,336	\$11,298	\$12,415	\$2,795	2.22%	\$14,683	
Standard Error										\$2,185	\$3,486	\$4,840	\$3,418	\$3,406	\$3,743	\$807	0.64%	\$4,427	





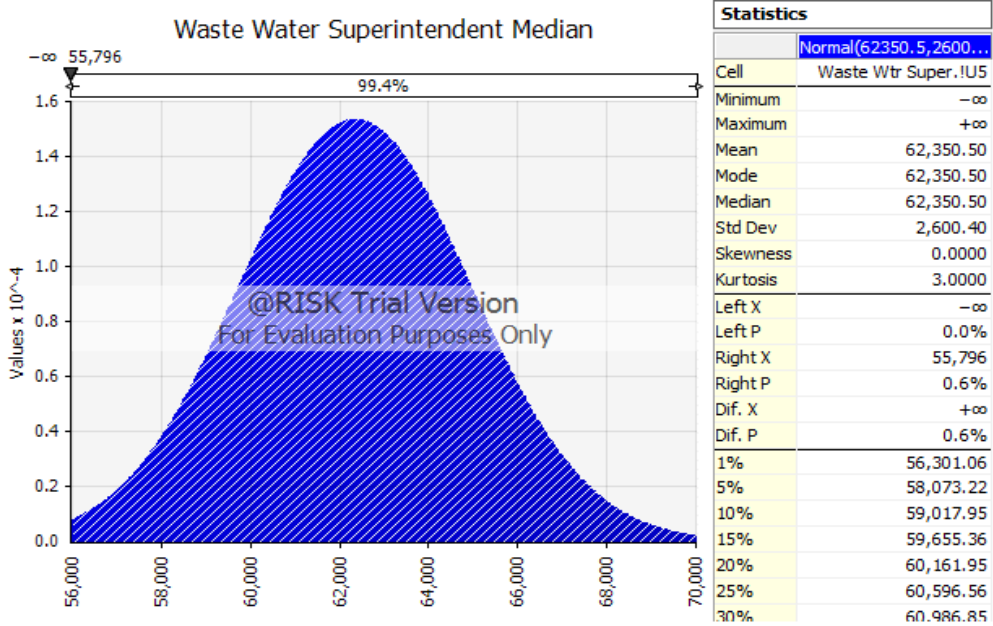
Job # 2075 - SANITATION/SOLID WASTE DIRECTOR

										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
PAYSON	STREETS/SOLID WASTE/STORM DRAIN SUPERINTENDENT	Public Works Director	Jul-14	2340 =	Y	10	10	1	\$58,016	\$65,884	\$73,753	\$70,619	\$70,619	\$70,619	\$14,755	26.15%	\$103,841	9/9/2014	

Job # 2195 - WATER / SEWER SUPERINTENDENT

										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
HERRIMAN	Water Manager		Jul-14	2080 <	N	0	0	1	\$52,232	\$62,924	\$73,615	\$69,573	\$69,573	\$69,573	\$9,861	7.65%	\$84,756	9/16/2014	
PLEASANT GROVE	WATER SUPERINTENDENT	Public Works Director	Jul-14	2080 =		0	0	1	\$0	\$0	\$0	\$62,081	\$62,081	\$62,081	\$11,768	32.81%	\$94,218	2/19/2014	
SPRINGVILLE	WATER / SEWER SUPERINTENDENT	N	Jul-14	2080 N	N	0	0	1	\$48,356	\$58,594	\$68,833	\$58,707	\$58,707	\$58,707	\$16,540	26.30%	\$90,687	9/5/2014	
SPANISH FORK	UTILITY DIVISION MANAGER		Oct-13	2080 =	N	0	0	2	\$49,600	\$62,000	\$74,400	\$0	\$0	\$0	\$12,034	25.59%	\$0	8/6/2014	

		Average							\$52,051	\$62,351	\$72,650	\$65,245	\$65,245	\$65,245	\$12,992	23.70%	\$93,376	
LONDON	Waste Water Superintendent	Jul-14	2080	=	N	0	0	1	\$44,699	\$55,796	\$66,893	\$66,893	\$66,893	\$66,893	\$17,569	30.66%	\$104,974	9/30/2014
Difference									(\$7,352)	(\$6,555)	(\$5,757)	\$1,648	\$1,648	\$1,648	\$4,577	\$0	\$11,599	
Difference %									-16.45%	-11.75%	-8.61%	2.46%	2.46%	2.46%	26.05%	22.70%	11.05%	
# of Respondents									4	4	4	4	4	4	5	5	4	
Standard Deviation									\$4,292	\$3,003	\$2,568	\$5,784	\$5,784	\$5,784	\$2,642	9.45%	\$7,995	
Standard Error									\$2,146	\$1,501	\$1,284	\$2,892	\$2,892	\$2,892	\$1,181	4.22%	\$3,998	

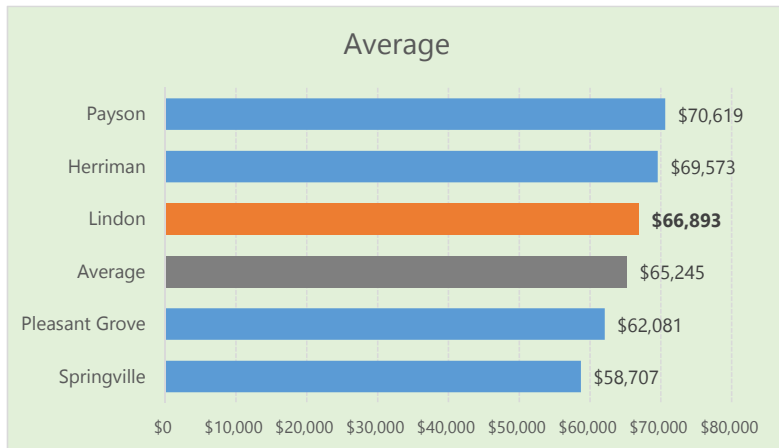
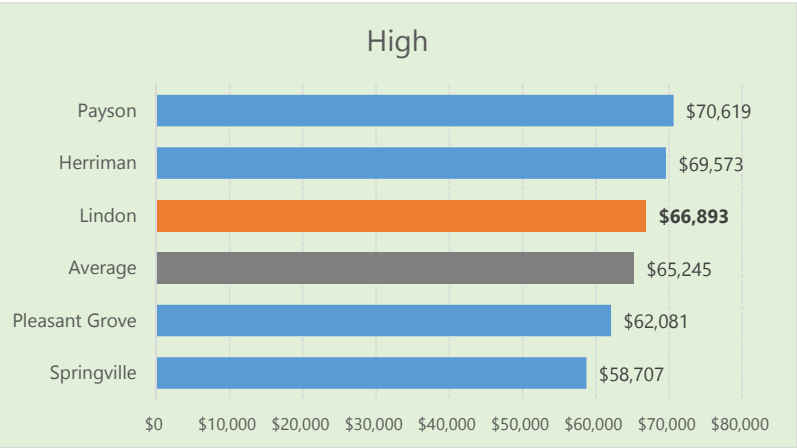
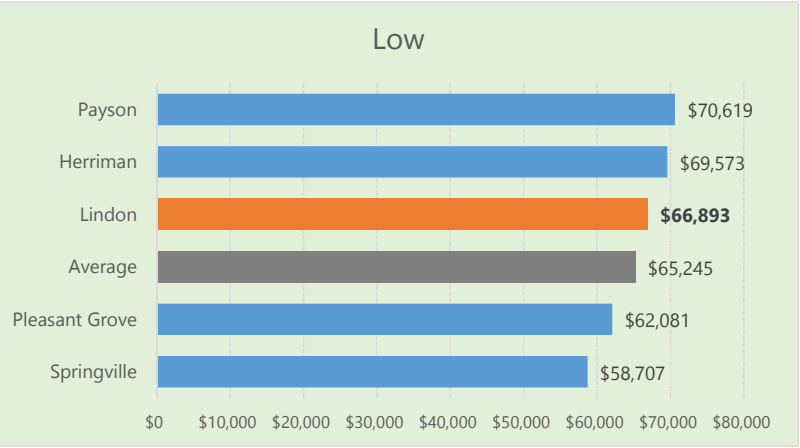
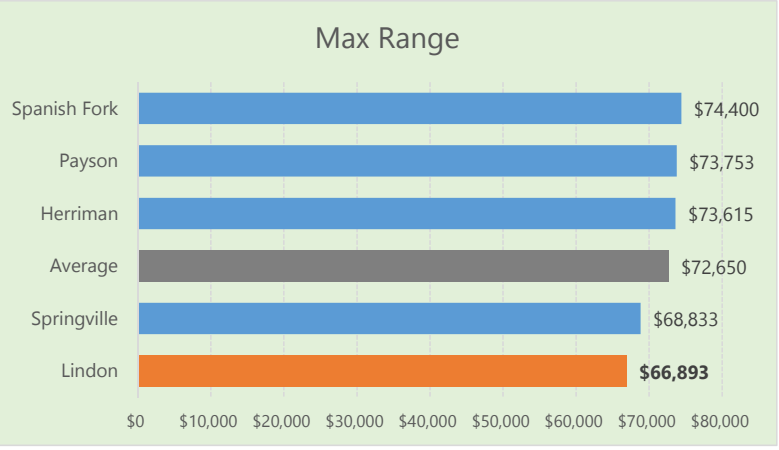
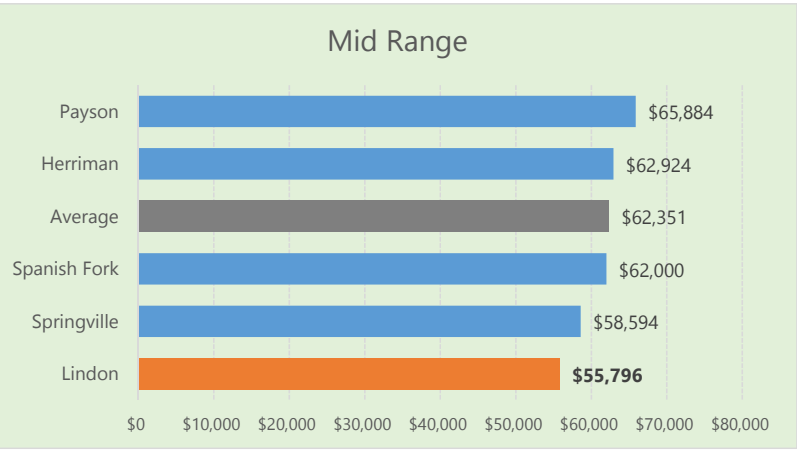
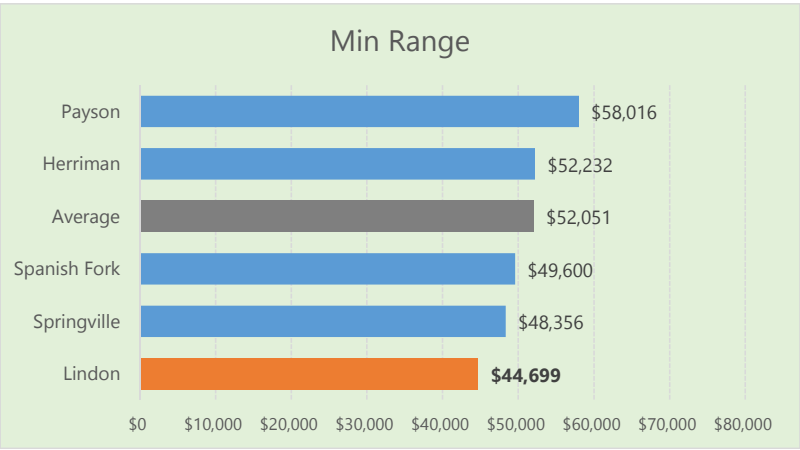


Range

London	Min Range	\$44,699
Springville		\$48,356
Spanish Fork		\$49,600
Average		\$52,051
Herriman		\$52,232
Payson		\$58,016
London	Mid Range	\$55,796
Springville		\$58,594
Spanish Fork		\$62,000
Average		\$62,351
Herriman		\$62,924
Payson		\$65,884
London	Max Range	\$66,893
Springville		\$68,833
Average		\$72,650
Herriman		\$73,615
Payson		\$73,753
Spanish Fork		\$74,400

Actual

Springville	Low	\$58,707
Pleasant Grove		\$62,081
Average		\$65,245
London		\$66,893
Herriman		\$69,573
Payson		\$70,619
Springville	High	\$58,707
Pleasant Grove		\$62,081
Average		\$65,245
London		\$66,893
Herriman		\$69,573



Job # 2155 - WATER DIRECTOR																			
										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
PAYSON	ASSISTANT CITY ENGINEER-WATER SUPERINTENDENT	PUBLIC WORKS DIRECTOR	Jul-14	2080	=	Y	5	5	1	\$58,016	\$65,884	\$73,753	\$65,790	\$65,790	\$65,790	\$21,355	26.15%	\$104,349	9/9/2014

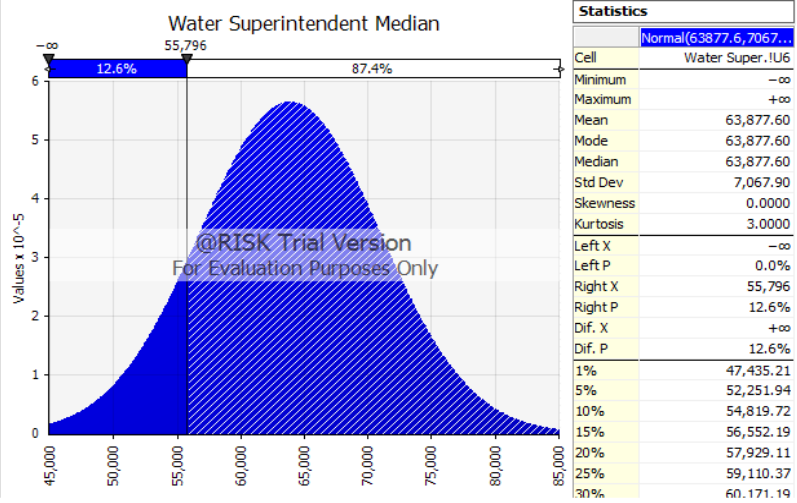
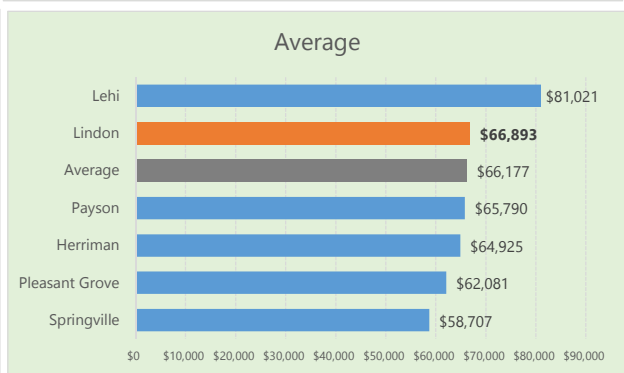
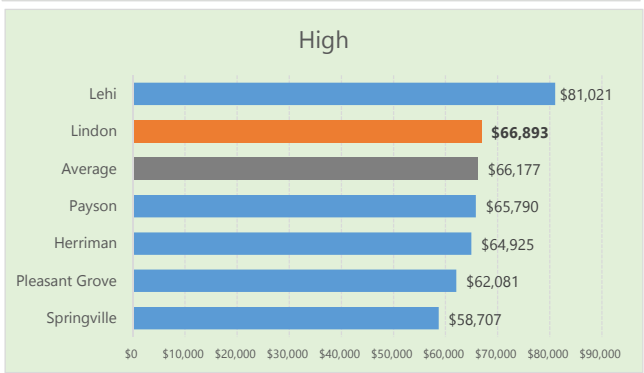
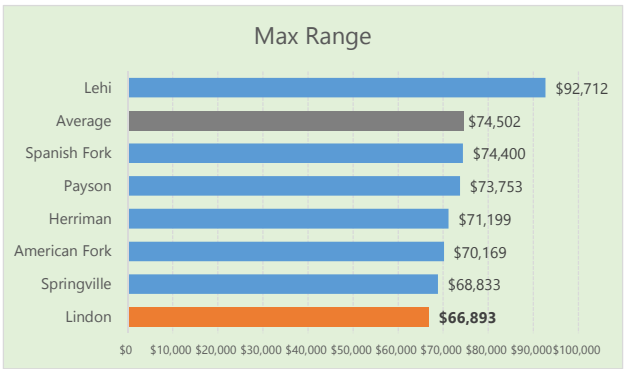
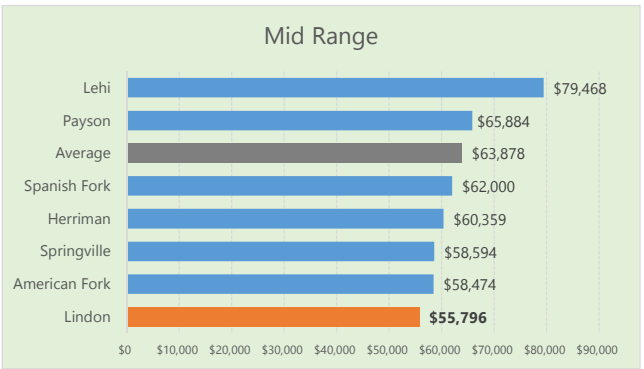
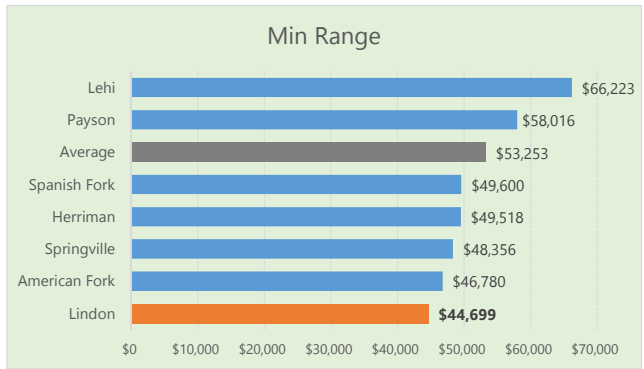
Job # 2165 - WATER SYSTEMS SUPERINTENDENT																			
										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
LEHI	WATER SYSTEMS SUPERINTENDENT	Public Works Director	Jul-14	2080	N	Y	0	0	1	\$66,223	\$79,468	\$92,712	\$81,021	\$81,021	\$81,021	\$14,838	24.17%	\$115,442	9/22/2014
PAYSON	WATER/PARKS & CEMETERY SUPERINTENDENT	Public Works Director	Jul-14	2080	>	Y	8	8	1	\$58,016	\$65,884	\$73,753	\$65,790	\$65,790	\$65,790	\$21,355	26.15%	\$104,349	9/9/2014
HERRIMAN	Water Supervisor		Jul-14	2080	=	N	0	0	1	\$46,804	\$57,793	\$68,782	\$60,277	\$60,277	\$60,277	\$9,861	7.65%	\$74,749	9/16/2014
AMERICAN FORK	WATER SUPERINTENDENT		Jul-13	2080		Y	0	0	1	\$46,780	\$58,474	\$70,169	\$0	\$0	\$0	\$15,062	29.31%	\$0	12/15/2013

Job # 2195 - WATER / SEWER SUPERINTENDENT																			
										Range			Actual						
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
HERRIMAN	Water Manager		Jul-14	2080	<	N	0	0	1	\$52,232	\$62,924	\$73,615	\$69,573	\$69,573	\$69,573	\$9,861	7.65%	\$84,756	9/16/2014
PLEASANT GROVE	WATER SUPERINTENDENT	Public Works Director	Jul-14	2080	=		0	0	1	\$0	\$0	\$0	\$62,081	\$62,081	\$62,081	\$11,768	32.81%	\$94,218	2/19/2014
SPRINGVILLE	WATER / SEWER SUPERINTENDENT	N	Jul-14	2080	N	N	0	0	1	\$48,356	\$58,594	\$68,833	\$58,707	\$58,707	\$58,707	\$16,540	26.30%	\$90,687	9/5/2014
SPANISH FORK	UTILITY DIVISION MANAGER		Oct-13	2080	=	N	0	0	2	\$49,600	\$62,000	\$74,400	\$0	\$0	\$0	\$12,034	25.59%	\$0	8/6/2014

										Average			\$53,253	\$63,878	\$74,502	\$66,177	\$66,177	\$66,177	\$14,742	22.86%	\$95,507
LINDON	Water Superintendent	Public Works Director	Jul-14	2080	=	N	2	0	1	\$44,699	\$55,796	\$66,893	\$66,893	\$66,893	\$66,893	\$17,569	30.66%	\$104,974	9/30/2014		
										Difference			(\$8,554)	(\$8,082)	(\$7,609)	\$716	\$716	\$716	\$2,827	7.80%	\$9,467
										Difference %			-19.14%	-14.48%	-11.38%	1.07%	1.07%	1.07%	16.09%	25.43%	9.02%
										# of Respondents			8	8	8	7	7	7	9	9	7
										Standard Deviation			\$6,923	\$7,068	\$7,720	\$7,523	\$7,523	\$7,523	\$4,397	8.99%	\$13,694
										Standard Error			\$2,447	\$2,499	\$2,729	\$2,843	\$2,843	\$2,843	\$1,466	3.00%	\$5,176

Range

		Min Range
Lindon	\$44,699	
American Fork	\$46,780	
Springville	\$48,356	
Herriman	\$49,518	
Spanish Fork	\$49,600	
Average	\$53,253	
Payson	\$58,016	
Lehi	\$66,223	
		Mid Range
Lindon	\$55,796	
American Fork	\$58,474	
Springville	\$58,594	
Herriman	\$60,359	
Spanish Fork	\$62,000	
Average	\$63,878	
Payson	\$65,884	
Lehi	\$79,468	
		Max Range
Lindon	\$66,893	
Springville	\$68,833	
American Fork	\$70,169	
Herriman	\$71,199	
Payson	\$73,753	
Spanish Fork	\$74,400	
Average	\$74,502	
Lehi	\$92,712	
		Low
Springville	\$58,707	
Pleasant Grove	\$62,081	
Herriman	\$64,925	
Payson	\$65,790	
Average	\$66,177	
Lindon	\$66,893	







Job #1264 - RECREATION AIDE

Part Time											
					Range			Actual			
Entity	Preferred Title	Hrs/Wk	Ben	Inc	Min	Mid	Max	Min	Max	Avg	Updated
CLEARFIELD	RECREATION AIDE	5	N	32	\$7.25	\$9.08	\$10.90	\$7.25	\$7.69	\$7.36	9/9/2014
WASHINGTON TERRACE	Recreation Aide	20	N	1	\$9.60	\$9.60	\$9.60	\$9.60	\$9.60	\$9.60	11/24/2014
HERRIMAN	Events & Recreation Technician I & II	0	N	2	\$7.25	\$10.63	\$14.00	\$8.00	\$10.00	\$9.00	9/16/2014
Average				11	\$8.03	\$9.77	\$11.50	\$8.28	\$9.10	\$8.65	

Job #1266 - RECREATION CENTER RECEPTIONIST

Part Time											
					Range			Actual			
Entity	Preferred Title	Hrs/Wk	Ben	Inc	Min	Mid	Max	Min	Max	Avg	Updated
CLEARFIELD	REGISTRATION CLERK (CLER OR MUNI) SERVICE	20	N	8	\$8.84	\$10.73	\$12.62	\$8.84	\$10.25	\$8.28	9/9/2014
MURRAY	DESK/CUSTOMER SERVICE (PART TIME/SEASONAL) - GRADE 1	19	N	19	\$9.15	\$11.44	\$13.73	\$9.05	\$10.75	\$9.38	9/4/2014
PARK CITY	Recreation Front Desk Clerk	28.8	N	9	\$8.90	\$11.06	\$13.22	\$10.00	\$11.85	\$12.03	11/18/2014
RIVERDALE	Community Center Customer Clerk	19	N	5	\$8.00	\$9.49	\$10.98	\$8.53	\$10.45	\$8.53	11/17/2014
TOOELE	CLERK/CONCESSIONS	0	N	2	\$9.52	\$11.88	\$14.24	\$10.83	\$12.77	\$11.80	12/22/2012
Average				8	\$8.88	\$10.92	\$12.96	\$9.45	\$11.21	\$10.00	
Combined Average					\$8.56	\$10.49	\$12.41	\$9.01	\$10.42	\$9.50	

Additional Lifeguard Comparisons			
	Lifeguard:	Pool Manager:	Other:
Spanish Fork:	Not Instructors: \$7.25-\$11.50	\$9.00 (Off Season \$9-14.50, During Season \$25000/month)	Lifeguard Are Instructors: \$8.00
Payson:	No WSI \$7.75		Lifeguard with WSI \$8.50, Cashiers: \$7.25
Springville:	No WSI \$8.35	Around \$37,000	With WSI: \$9.65, Shift Manager: \$9.65
Provo:	\$9	\$11.50	Swim Instructors: \$10, Swim Lesson Coordinator: \$12.50
Orem:			
Pleasant Grove:			
American Fork:	No WSI: \$8.50	Not specified	Starting WSI Teacher: \$9.50, Starting Head Lifeguard/Supervisor: \$9.50, Starting Swim Aide: \$7.40
Lehi:	Average Lifeguard: \$8.35	\$10.55	Daytime Lifeguard (during school year): \$8.75, Head Lifeguard: \$9.54

## 9. Review & Action — Landscape Maintenance Services Agreement

(5 minutes)

This is a request for the Council's review and consideration of a new Landscape Maintenance Services Agreement with Elite Grounds, LC, who had the low bid of \$187,542 for annual landscaping services for the City. A Request for Proposals was sent out earlier this winter with five bids being received. This new contract will run through December 31, 2017.

Lindon's current landscaping contract with Elite Grounds expires prior to next spring/summer season. Heath Bateman, Parks & Recreation Director, prepared a Request for Proposals (RFP) for landscaping services and sent it to several landscape maintenance companies. The RFP was also posted on the city web site. Only a couple companies initially responded and Staff felt more proposals were needed before selecting a contractor, so Heath re-sent the RFP to additional companies and ended up with five total proposals.

Staff recommends awarding the contract to Elite Grounds, who appears to be both the most qualified contractor and also proposed the lowest total contract price for services. See attached agreement and proposal tally sheet.

This RFP process is unique in that the City is not obligated to contract with the lowest bidder on the services, but may factor other criteria into its decision making process. Fortunately, Elite Grounds is a clear choice in the matter. This proposed contract price is about \$10k more than the old contract price for these services.

**Sample Motion:** I move to (approve, deny, continue) the Landscaping Maintenance Services Agreement with Elite Grounds, LC.

Stratton & Bratt  
 Elite Grounds  
 Kuhni Landscaping  
 Sunrise  
 Four Seasons

Attended Pre-Bid Meeting		Turned in on Time	Turned in When	Coversheet	Overview of org	Signed Form	Statement of Understanding	Work Qualifications:	Length of Service	number of acres	number of size	Type of facilities maintained	Overview of company	number of employees	employee standards	dress standards	hiring process	background checks	OSHA 30 Training	Safety and training	Overview of Safety and training provided	List of key individuals	Key experience	Key qualifications	Certifications	valid Utah State Landscape Contractor's License (C-330).	valid Utah State Commercial Pesticide Business License Number	Chemical application Ornamental and Turf Certif	Chemical Application Aquatic-Surface Water Certif	Chemical Application Right-of-Way Certification	Chemical application Vertebrate Certification.	Certified arborist on staff.	City, County, State and Federal Licenses required.	Staffing Plan	List of equipment including model and year owned or lease	Three References	Summary Cost of each property	Total Cost	Signed proposal form	# of Qualifications	Acutal Total Cost.
			12/11/2014; 5:15 PM	X		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X			X	X									X	X	X	X	X	X	22 1/2	\$ 206,748	
X	X		12/1/2014; 2:25 PM	X	X	X	X	X	X	X		X	X	X	X	X	X	X	X	X	X		X	X	X	X	X					X	X	X	X	X	X	X	X	30	\$ 187,542
	X		12/1/2014; 5:00 PM			X																													X	X	X	X	5	\$ 225,409	
	X		12/1/2014; 3:40 PM	X	X	X			X	X	X	X	X	X		X							x													X	x	X	X	15	\$ 218,193
X	X		12/1/2014; 4:40 PM	X		X	X	X	X	X	X	X	X	X	X	X	X				X	X		x		X							X		X	X	X	X	X	22 1/2	\$ 314,154

DEPARTMENT RECOMMENDATION is to accept the RFP from Elite Grounds. They are the most qualified as well as the best price.

## LANDSCAPE MAINTENANCE SERVICES AGREEMENT

This agreement is entered into this \_\_\_\_\_ day of \_\_\_\_\_ 2015, by and between the city of Lindon (hereafter “the city”) and Elite Grounds, L.C. (hereafter “the contractor”), a Utah Limited Liability Company.

WHEREAS, the city desires to contract for landscaping and maintenance of its parks, trails, and other public properties;

WHEREAS, the contractor desires to provide the landscaping and maintenance services sought by the city;

WHEREAS, the city and the contractor desire to memorialize their discussions of the terms under which contractor will provide landscaping and maintenance to the city; and

THEREFORE, the city and contractor agree as follows:

1. The contractor will provide landscaping and maintenance services for the parks, open spaces, detention ponds, and other public lands presently owned, leased, or used by, or licensed to, the city as listed generally in Addendum A, which is attached to this agreement, and as presented in the 2014 Landscape Maintenance Services Request for Proposal documentation.

2. If the city acquires the use of additional property during the term of this services agreement, the contractor shall, at the request of Lindon City, provide the above services to the additional property at the same proportionate rate as provided for the properties listed in Addendum A.

3. The contractor shall provide services necessary to maintaining the properties listed generally in Addendum A in an orderly, healthy, safe and attractive manner, which shall include:

- a. mowing;
- b. trimming;
- c. application of fertilizer as described below;
- d. application of herbicide treatment as described below;
- e. weeding of the shrub bed at the Lindon signs locations;
- f. collection and disposal of trash in city/pavilion trash cans;
- g. collection and disposal of trimmings and clippings at an appropriate organic waste dump site, at contractor’s expense; and
- h. other services as mutually agreed by the parties.

4. The term of this agreement shall be three calendar years of 2015, 2016, and 2017. Unless written notice of a desire to renegotiate the terms of the agreement is given by either party prior to December 1, 2017, the agreement shall automatically be renewed for a period of two years under the same terms.



5. The city shall pay \$187,542 per year in exchange for the contractor's providing the services described above.

6. The annual price indicated in Section 5 shall not be modified prior to March 1, 2017. After that date, the contractor may make a request to the Lindon City Council for an adjustment of the annual price, which the City Council may consider but is not obligated to grant. The factors relevant to an adjustment of the annual price include, but are not limited to, adjustments in the Utah State consumer price index (CPI), documented changes in contractor operating costs (i.e., fuel, labor, materials, etc.), and changes by the city in the care specifications of properties to be maintained. Any modification of the annual price or services to be performed must be in writing, signed by authorized representatives of both parties.

7. Based on any soils analysis performed by the contractor in the course of providing landscaping and maintenance services, the contractor shall recommend to the city's park superintendent changes in herbicide and fertilizer applications.

8. Depending on what the city's park superintendent determines to be necessary after receiving the recommendations of the contractor, the city may, at its option, request additional applications of fertilizer herbicide by the contractor.

9. If the park superintendent determines a more or less frequent fertilizer or herbicide application schedule is appropriate, the price may be adjusted proportionately, provided both the city and the contractor agree in writing to a price adjustment before the number of applications is modified. Similarly, increases in the cost of the fertilizer and herbicide may be adjusted as discussed in paragraph 6.

10. The contractor shall maintain liability insurance in the minimum of \$2,000,000 and shall name the city as an additional insured on that policy.

11. The contractor shall indemnify the city and hold it harmless against all claims, liabilities, or causes of action relating to or arising out of the contractor's failure to perform the services described herein, or the intentional or negligent acts of its employees, in the course of performing under this agreement.

12. The contractor and the city are both aware that some sprinkler heads and boxes are not flush with the ground. The city plans to modify those heads and boxes so they are flush. However, the contractor agrees to indemnify the city for repairs to sprinkler heads and boxes or to other equipment on the property caused by the contractor, employees or agents, whether or not the damaged equipment is flush with the ground.

13. The contractor agrees to abide by all federal, state, and local laws, statutes, ordinances and regulations governing the activities discussed herein. The contractor shall comply with, and indemnify the city against any violations of, applicable regulations promulgated by the

Environmental Protection Agency or other government agencies regulating any activities engaged in by the contractor. The contractor agrees that all herbicides will be applied by a certified herbicide applicator.

14. Neither the contractor nor any of its employees shall be considered employees of the city or entitled to any benefits to which the city employees may be entitled. The contractor agrees to abide by all applicable employment laws and regulations and to indemnify the city against any violations of the same by the contractor.

15. Either party may terminate this agreement, regardless of cause or breach by the other party, upon providing the other party written notice at least 90 days prior to the date upon which terminating party desires to be released from the contract.

16. Receipt of any notice required under this agreement may be acknowledged in writing by the receiving party, or shall be delivered by registered or certified mail, return receipt requested, to the following address:

To the city:

Parks and Recreation Director  
Lindon City  
100 N State Street  
Lindon, Utah 84042

To the contractor:

Kris Ashby  
Elite Grounds, L.C.  
754 W 700 S  
Pleasant Grove, Utah 84062

Any party desiring to change the address to which notice should be sent must provide written notice of the new address to the other party by registered or certified mail, return receipt requested.

17. In the event a dispute arises regarding any term of this agreement, or performance of the agreement or payment therefore, the parties shall participate in good faith in mandatory, non-binding mediation prior to filing any complaint in state or federal court. Nothing in this agreement shall waive or otherwise affect any applicable provisions of the Utah Code Annotated regarding governmental immunity or notice of claims.

18. Interest on any invoice or obligation in relation to this agreement that is over 30 days past due and of which the other party has been given notice in writing via certified mail, return receipt requested, and on any judgment obtained by either party in relation to this contract, shall be assessed at the rate of 1.5% per month.

19. Since both parties have participated in the preparation of this agreement, and have had opportunity to review it with legal counsel, no person, court or other entity adjudicating, interpreting, or enforcing the terms of this agreement shall apply any presumption or rule of construction favoring one party over the other on the basis of the drafting of this agreement.

20. In any dispute that arises in relation to this agreement, whether or not resulting in litigation, the prevailing party shall be entitled to its reasonable attorney fees and other costs.

Entered into and executed on the date first written above.

LINDON CITY

ELITE GROUNDS, L.C.

\_\_\_\_\_  
Jeff Acerson, Mayor

\_\_\_\_\_  
Kris Ashby, Owner/Manager

Attest:

\_\_\_\_\_  
Kathy Moosman, City Recorder

### Addendum A

<b>Square Ft (Approx).</b>	<b>LOCATION</b>	<b>SERVICES</b>
<b>82,218</b>	<b>Creekside Park 100 S. 600 W.</b>	Mow, trim, edge, service pavilion area five times each week, wash pavilion twice per week, fertilize three times, apply turf herbicide twice.
<b>293,019</b>	<b>City Center Lower Park 200 N. State</b>	Mow, trim, edge, service pavilion area and horse arena area five times each week, wash pavilion twice per week, fertilize three times, apply turf herbicide twice. Utilize push mowers on slopes and adjacent to vinyl fences.
<b>112,726</b>	<b>City Center Upper Park 100 N. State</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice.
<b>106,218</b>	<b>Cemetery 600 N. 200 E.</b>	Mow, trim, edge, pickup trash twice per week, fertilize three times, apply turf herbicide twice, control weeds in shrub beds, keep weeds along rear west fence line cut down.
<b>61,877</b>	<b>Reservoir #3 600 N. 220 E.</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice.
<b>47,753</b>	<b>Panorama Park 900 E. 140 N.</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice.
<b>26,366</b>	<b>Canal Bridge 900 E. 120 N.</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice.
<b>50,114</b>	<b>Reservoir #2 140 N. 1000 E.</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice.
<b>11,070</b>	<b>Detention Basin #2 1025 E. 200 S.</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice.
<b>11,894</b>	<b>Detention Basin #1 900 E. 200 S.</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice.

<b>162,640</b>	<b>Pioneer Park 500 E. 140 S.</b>	Mow, trim, edge, service pavilion area five times each week, wash pavilion twice per week, fertilize three times, apply turf herbicide twice, control weeds around the restroom and pioneer house shrub beds, cut down perennials around pioneer house in the fall.
<b>8,610</b>	<b>N. Union Pump Sta. 750 E. 200 S.</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice.
<b>3,105</b>	<b>Industrial Park Sign 200 S. 1000 W.</b>	Control weeds in shrub bed areas, prune shrubs twice per season.
<b>49,601</b>	<b>Tank Park 835 E. 267 N.</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice.
<b>Included in City Center Upper Park</b>	<b>City Center 100 N. State</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice, control weeds in shrub bed areas.
<b>425</b>	<b>Welcome Sign 200 S. State</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice.
<b>8,732</b>	<b>Detention Basin #3 1025 E. 20 S.</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice.
<b>33,471</b>	<b>Dry Canyon Basin 200 S. Dry Canyon Dr.</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice. Control weeds in shrub bed areas, prune shrubs twice per season.
<b>2,370</b>	<b>Well House #2 200 E. 300 N.</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice.
<b>17,738</b>	<b>Canberra Entrance 1200 E. 200 S.</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice and control weeds in shrub bed areas <b>(2,000 Square feet Shrub Beds)</b>
<b>362,000</b>	<b>Pheasant Brook 320 N. 800 W.</b>	Mow, trim, edge, fertilize <b>four</b> times, apply turf herbicide twice. Includes new areas. Service pavilions 5 times each week and wash pavilions twice per week.
<b>15,446</b>	<b>Fire Station 100 N. Main</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice.

<b>19,682</b>	<b>Sunroc Planters on 800 W.</b>	Monthly weed control of rock and tree area in front of Sunroc on 800 W.
<b>3,215</b>	<b>Home Depot Roundabout 400 S. 670 W.</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice, control weeds in shrub bed areas and cement medians.
<b>5830</b>	<b>200 S. Streetscapes 400-800 W. 200 S.</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice. Control weeds in gravel park strips.
<b>12,046</b>	<b>Geneva Rd. Streetscapes, 600 N. to 600 S. Geneva Rd.</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice. Weed control in the gravel areas and tree well establishment along the Geneva Rd. shall be maintained.
<b>Grass Area 61,304  Wild Flowers/Weeds 313,710 Shrubs 38,000</b>	<b>I-15 Interchange (Pleasant Grove Blvd)</b>	Mow, trim, edge, prune all shrubs and trees as required twice per season, fertilize turf three times, fertilize all shrub areas two times, apply turf herbicide twice, cut wildflower areas twice per season, fertilize wildflower area twice. Start-up, monitor, control, and winterize (blow out) irrigation systems (any needed repairs shall be approved by the city first). There are approx.. 30 Hunter Node valve controllers throughout. Additional weed control in UDOT areas adjacent to On/Off ramps as required. Bait sprinkler control boxes for Voles.
<b>2,980</b>	<b>State St. &amp; Main St. Corner</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice.
<b>914</b>	<b>Well House #1 300 E. Center St.</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice.
<b>138,101</b>	<b>Hollow Park 370 E. 400 North</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice. Daily trash pick-up. Wash pavilion twice per week, weed control along asphalt path and perimeter fence.
<b>16,200</b>	<b>700 North</b>	Monthly hand weeding. Monthly spot chemical applications. Pre-emergent Applications in the spring and summer cut back perennials in the fall.



	<b>State St. West to Lindon City/Pleasant Grove City Boundary</b>	
<b>174,414</b>	<b>Fryer Park 600 N 100 E</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice.
<b>25,000</b>	<b>McKinley Trail *runs along McKinley Drive -approx. 155 S 1500E</b>	Monthly hand weeding. Monthly spot chemical applications. Pre-emergent Application in the spring and summer.
<b>5,992</b>	<b>400 West Streetscapes</b>	Fertilize three times, apply turf herbicide twice.
<b>107,731</b>	<b>Citizenship Park 500 N 800 E</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice.
<b>15,361</b>	<b>Home Depot Park/Ride 670 W 400 S</b>	Weekly mow, trim and edge. Monthly shrub bed and median weed control. Spring and summer pre emergent.
<b>191,671 Trail 1,400 Ditch Bank 6,894</b>	<b>Creekside Meadows All four corners 500 N 1700 W</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice. Monthly weed control of trail that runs between the homes. Monthly Control of ditch bank with aquatic labeled herbicide.
<b>2,584</b>	<b>City Center Corner</b>	Mow, trim, edge, fertilize three times, herbicide twice.
<b>11,059</b>	<b>Public Works Bldg. 946 W Center</b>	Mow, trim and edge, fertilize three times, apply turf herbicide twice.
<b>12,430 linear feet 74,580 sq ft</b>	<b>Heritage Trail From Canal Drive to 1200 East, 800 West to 200 South, Lakeview to 60 North, Canal Drive by peach tree and Canal Drive west to neighborhood.</b>	Monthly herbicide application along each side of the asphalt trail and monthly blow asphalt clean.
<b>6,266 linear feet 37,601 sq ft</b>	<b>Heritage Trail from Geneva Road and 200 South to irrigated riparian area near Pioneer Lane (power plant)</b>	Monthly herbicide application along each side of the asphalt trail and monthly blow asphalt clean.

<b>15,714</b>	<b>Community Center</b>	Mow, trim and edge, fertilize three times, apply turf herbicide twice. Monthly shrub bed weed control. Spring and summer pre-emergent.
<b>18,937</b>	<b>Bald Mountain Retention Basin 600 N and 650 E</b>	Mow, trim, edge, fertilize three times, herbicide twice.
<b>15,000</b>	<b>Tithing Office 319 N 135 W</b>	Mow, trim, edge, fertilize three times, herbicide twice. Weed control in un-landscaped areas.
<b>3,250</b>	<b>400 North 500 East and 600 East</b>	Weed control in 2 gravel sidewalk areas
<b>Grass Area: 37,030 *does not include Flower Beds</b>	<b>Aquatic Center 100 N State St *behind City Center</b>	Mow, trim, edge, bag grass clippings inside fenced areas, fertilize three times, and herbicide twice. Weed control in flowerbeds located in front of facility, parking lot, and pool deck. Cut down perennials in the fall.
<b>2,172</b>	<b>600 North near Cemetery 200 E to Church</b>	Weed control along fence line
<b>18,942</b>	<b>Equestrian Staging Area (Transfer Station) 1200 East 140 North</b>	Trim native slopes in the fall.
<b>98,560</b>	<b>Lindon View Park</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice. Daily trash pick-up. Wash pavilion twice per week, and weed control in rock areas.
<b>31,937</b>	<b>600 S Interchange</b>	Monthly hand weeding. Monthly spot chemical applications. Pre-emergent Applications in the spring and summer cut back perennials in the fall.
<b>Turf 67,500 Trees 127</b>	<b>RDA Park Strips</b>	Mow, trim, edge, fertilize three times, apply turf herbicide twice. Monthly weed control 3 feet back from turf edge and in sidewalk cracks. Chemically treat tree rings twice per season.
<b>300 Linear Feet (narrow strip)</b>	<b>Center Street Road Strip</b>	Spray 2x a year with weed killer. Trim and remove weeds as needed

	<b>320 E Center to 390 East Center – South Side of Road</b>	
<b>3,000 Sq/Ft</b>	<b>Center Street Road Strip From 800 East Center to 875 East Center – South Side of Road</b>	Spray 2x a year with weed killer. Trim and remove weeds as needed.

**\*Parks Maintenance – Estimated Square Footage of areas**

\*Does not include the planter (shrub beds) at the Aquatics Center, City Center, Dry Creek Basin, Home Depot Roundabout, Home Depot Park and Ride, Geneva Rd, Community Center, and Lindon View Park Areas needing weeding, spraying, or planter areas (non-mowing areas)  
783,155 sq/ft. or 17.98 acres.

Areas needing mowing, edging, fertilize, etc.  
2,566,207 sq/ft. or 58.9 acres.

Lindon City Tree board number of trees to have tree rings sprayed one time per year. Spray the smallest caliper trees first.

<b>Number of Trees</b>	<b>Site Location</b>
33	City Center
20	Aquatic Center
8	City Park
42	Pioneer Park
31	Creekside Park
74	Creekside Meadows
37	Hollow Park
57	Pheasant Brook Park
32	Citizenship
63	Cemetery
90	Fryer Park
21	Panorama Detention
4	Detention #1
127	Home Depot RDA

## 10. **Council Reports:**

*(20 minutes)*

- |  |                    |
|--|--------------------|
| A) MAG, COG, UIA, Utah Lake, ULCT, Budget Committee                            | - Jeff Acerson     |
| B) Public Works, Irrigation/water, City Buildings                              | - Van Broderick    |
| C) Planning, BD of Adjustments, General Plan, Budget Committee                 | - Matt Bean        |
| D) Parks & Recreation, Trails, Tree Board, Cemetery                            | - Carolyn Lundberg |
| E) Administration, Com Center Board, Lindon Days, Chamber of Commerce          | - Randi Powell     |
| F) Public Safety, Court, Animal Control, Historic Commission, Budget Committee | - Jacob Hoyt       |

## **II. Administrator's Report:**

(20 minutes)

### **Misc Updates:**

- December City newsletter: <http://siterepository.s3.amazonaws.com/442/december14final.pdf>
- UTOPIA update
- Everbridge Emergency Notification System: sign-up available to the public on January 5th. Links will be provided on web site and in newsletter. Please promote.
- Claims update (Flygare, Dexter)
- Misc. Items:

### **Upcoming Meetings & Events:**

- Newsletter Assignment: **Jake Hoyt** - March newsletter article. *Due by last week in February.*
- Jan 1<sup>st</sup> – City offices closed.
- Feb 10<sup>th</sup> – Engineering Coordination Mtg @ Noon at Public Works: **Mayor, Van, ???**

### **Future items:**

- Employee Policy Manual updates

# **Adjourn**