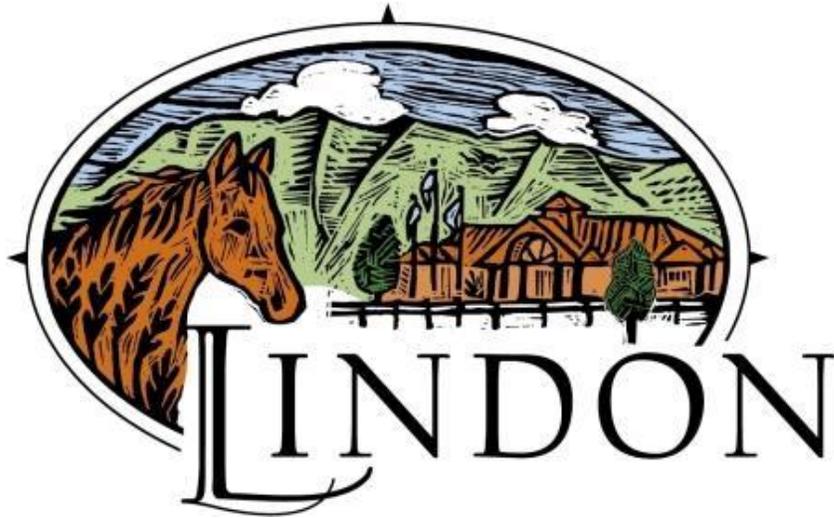


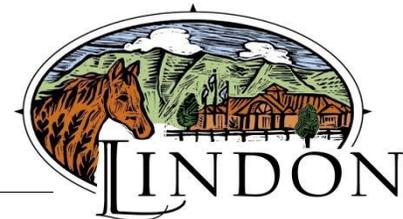
Lindon City Council Staff Report



Prepared by Lindon City
Administration

November 20, 2018

Notice of Meeting of the Lindon City Council



The Lindon City Council will hold a meeting at **7:00 p.m.** on **Tuesday, November 20, 2018** in the Lindon City Center Council Chambers, 100 North State Street, Lindon, Utah. The agenda will consist of the following:

Scan or click here for link to download agenda & staff report materials:



(Review times are estimates only)

- REGULAR SESSION – 7:00 P.M.** - Conducting: Jeff Acerson, Mayor
Pledge of Allegiance: By Invitation
Invocation: Van Broderick
- 1. Call to Order / Roll Call** *(2 minutes)*
- 2. Presentations and Announcements** *(5 minutes)*
 - a) Comments / Announcements from Mayor and Council members.
 - b) Introduction of new Planning & Economic Development Director, Michael Florence.
- 3. Approval of minutes:** October 16, 2018 *(5 minutes)*
- 4. Open Session for Public Comment** *(For items not on the agenda)* *(10 minutes)*
- 5. Consent Agenda** — *(Items do not require public comment or discussion and can all be approved by a single motion.)* *(5 minutes)*
 - a. Appointment of Jared Schauers to a three year term as a Lindon City Planning Commissioner.
 - b. Resolution #2018-21-R approving and adopting the 2019 Public Meeting Schedule.
 - c. Appointment of Mark Brandt to the Lindon City Tree Advisory Board.
 - d. Appointment of Brian Haws and Dana Facemyer as city representatives on the Justice Court Nominating Commission to assist with recommending a new justice court judge in Lindon.
- 6. Site Plan/Conditional Use Permit — Lindon Ridge Apartments, ~45 S. Main Street** *(30 minutes)*
Julie Smith, on behalf of the Christensen’s, requests preliminary site plan approval for senior housing apartments at a density of 30 units/acre as a conditional use on the property located at approximately 45 S. Main St., in the Senior Housing Facility Overlay (SHFO) zone. Total land area of ~3.44 acres. The Planning Commission recommended approval with conditions.
- 7. Discussion Item — Boy Scouts of America Chartering** *(20 minutes)*
The Utah National Parks Council of the Boy Scouts of America has been asking cities to participate in scouting as Charter Organizations for one or more scouting units within the City. This would require financial sponsorship, finding and approving leadership, and possibly providing meeting space. The BSA met with Mayor Acerson who wanted to discuss the request with the full Council prior to responding back to the BSA. The City Council will discuss and consider this issue. No motions will be made at this time but general feedback may be given.
- 8. Action Item — 2018 Benefit and Compensation Study; Resolution #2018-22-18** *(20 minutes)*
The City Council will review and consider Resolution #2018-22-R adopting the 2018 Benefit and Compensation Study evaluating fiscal year 2017-18 employee wages and benefits. This study is completed periodically to ensure that wages and benefits remain competitive with market conditions, and that employees are fairly compensated in comparison to their counterparts in other similar jurisdictions, and that city resources for wages and benefits are used prudently.
- 9. Action Item — Bid Award, 2018 Asphalt Crack Filling Projects** *(5 minutes)*
Staff recommends that the City Council award the asphalt crack filling work to the low bidder on this project, Morgan Pavement Maintenance at \$155,480.00, with the option to extend the contract for crack repair work which will be completed in 2019 and 2020.
- 10. Discussion Item — Utility Billing Policies** *(45 minutes)*
City Staff will present possible updates to the city’s utility billing policies, including when fees are charged for base rates for various uses (residential, accessory apartments, multi-family, non-residential). No motions will be made at this time but general feedback may be given. Formal adoption of any recommended changes will occur in a future meeting.

11. Council Reports:*(20 minutes)*

- | | |
|---|--------------------|
| A) MAG, COG, UIA, Utah Lake Commission, ULCT, NUVAS, IHC Outreach, 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) Public Safety, Court, Lindon Days, Transfer Station/Solid Waste | - Daril Magleby |
| F) Admin., Community Center, Historic Comm., PG/Lindon Chamber, Budget Committee | - Jacob Hoyt |

12. Administrator's Report*(10 minutes)***Adjourn**

All or a portion of 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. 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.

CERTIFICATE OF POSTING:

I certify that the above notice and agenda was posted in three public places within the Lindon City limits and on the State (<http://pmn.utah.gov>) and City (www.lindoncity.org) websites.

Posted by: /s/ **Kathryn A. Moosman, City Recorder**

Date: November 16, 2018; **Time:** 1:30 p.m.; **Place:** Lindon City Center, Lindon Police Dept., Lindon Community Center

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

Pledge of Allegiance: By Invitation
Invocation: Van Broderick

Item 1 – Call to Order / Roll Call

November 20, 2018 Lindon City Council meeting.

- Jeff Acerson
- Matt Bean
- Van Broderick
- Jake Hoyt
- Carolyn Lundberg
- Daril Magleby

Staff present: _____

Item 2 – Presentations and Announcements

- a) Comments / Announcements from Mayor and Council members.
- b) Introduction of new Planning & Economic Development Director, Michael Florence.



Mike comes to us from the City of South Salt Lake where he worked as their City Planner and moved up as the Community and Economic Development Director. Mike has a Master of Public Administration degree from the University of Utah with a Bachelor Degree from UVU in Paralegal Studies/Criminal Justice. He is a native of Utah County and lives in Springville with his family. He’s an avid horseman who enjoys hunting, visiting national parks and spending time with his family.

Mike started on November 5th and hit the ground running. He brings a good level of experience to Lindon. We’re glad he’s part of our team!

Item 3 – Approval of Minutes

- Review and approval of City Council minutes: **October 16, 2018**

2 The Lindon City Council held a regularly scheduled meeting on **Tuesday, October 16,**
4 **2018, beginning at 7:00 p.m.** in the Lindon City Center, City Council Chambers, 100
North State Street, Lindon, Utah.

6 **REGULAR SESSION** – 7:00 P.M.

8 Conducting: Matt Bean, Mayor Pro Tem
Pledge of Allegiance: Devin, Boy Scout
10 Invocation: Daril Magleby, Councilmember

12 **PRESENT**

Matt Bean, Councilmember
14 Carolyn Lundberg, Councilmember
Van Broderick, Councilmember
16 Daril Magleby, Councilmember
Adam Cowie, City Administrator
18 Brandon Snyder, Planning Director
Kathryn Moosman, City Recorder

EXCUSED

Jeff Acerson, Mayor
Jacob Hoyt, Councilmember

- 20 1. **Call to Order/Roll Call** – The meeting was called to order at 7:00 p.m.
- 22 2. **Presentations/Announcements** –
- 24 a) **Comments/Announcements from Mayor and Council** – There were no
announcements at this time.
- 26 3. **Approval of Minutes** – The minutes of the regular meeting of the City Council
28 meeting of September 18, 2018 were reviewed.

30 COUNCILMEMBER BRODERICK MOVED TO APPROVE THE MINUTES
OF THE REGULAR CITY COUNCIL MEETING OF SEPTEMBER 18, 2018 AS
32 PRESENTED. COUNCILMEMBER LUNDBERG SECONDED THE MOTION. THE
VOTE WAS RECORDED AS FOLLOWS:

34 COUNCILMEMBER BEAN	AYE
COUNCILMEMBER LUNDBERG	AYE
36 COUNCILMEMBER BRODERICK	AYE
COUNCILMEMBER MAGLEBY	AYE

38 THE MOTION CARRIED UNANIMOUSLY.

- 40 4. **Open Session for Public Comment** – Mayor Pro Tem Bean called for any public
comment not listed as an agenda item.

42 David Shaw, Lindon resident, approached the Council at this time and introduced
44 his son Adam who is working on a merit badge. Mr. Shaw stated he has previously been
before the Council in a professional capacity. He also expressed his appreciation for the
46 Council and the time and effort they put into the community. He realizes this is a

2 significant commitment and he just wanted to convey his message of gratitude. The
Council thanked Mr. Shaw for his nice comments.

4
6 **5. Consent Agenda Items –**

- 8 1. Appointment of Scott A. Thompson to a three-year term as a Lindon City
Planning Commissioner.
- 10 2. Approval of Resolution #2018-19-R declaring certain city equipment and
supplies as surplus to be sold and disposed of per city policies.
- 12 3. Approval of two updated agreements with Central Utah Water Conservancy
District and the United States Department of the Interior regarding Olmstead
Hydroelectric Plant power loss charges and water carriage charges.
- 14 4. Extension of Final Plat and Improvement Plans Approval — Lindon Self-
Storage, 860 West 200 South. Susan Palmer, Ridgepoint Management Group
16 LLC, on behalf of Lindon Self-Storage LLC, seeks a 12- month extension of
the final plat and plan(s) approval for the Lindon Self-Storage Subdivision,
18 Plat A, a forty-six (46) unit self-storage major condominium project, to be
located at approximately 860 West 200 South in the Light Industrial (LI)
20 zone. LCC 17.12.210 allows for an applicant to request up to a 12-month
extension of the final approval. The current approval expires in November
22 2018. No changes to the previously approved final plat and plan(s) are being
proposed. The Planning Commission recommends approval of the requested
24 extensions.

26 COUNCILMEMBER MAGLEBY MOVED TO APPROVE THE CONSENT
AGENDA ITEMS AS PRESENTED. COUNCILMEMBER BRODERICK
28 SECONDED THE MOTION. THE VOTE WAS RECORDED AS FOLLOWS:
COUNCILMEMBER BEAN AYE
30 COUNCILMEMBER LUNDBERG AYE
COUNCILMEMBER BRODERICK AYE
32 COUNCILMEMBER MAGLEBY AYE
THE MOTION CARRIED UNANIMOUSLY.

34
36 **CURRENT BUSINESS**

- 38 6. **Site Plan/Conditional Use Permit — Walker Farms, 26 South 500 East.** Mike
Jorgensen requests preliminary site plan approval for a reception center as a
conditional use on the property located at approximately 26 South 500 East, in the
40 Commercial Farm (CF) zone. The Planning Commission recommended approval
with conditions.

42
44 Brandon Snyder, Associate Planner, noted the applicant, Mike Jorgensen is in
attendance for this agenda item. He explained Mr. Jorgensen is requesting approval of a
preliminary site plan approval for a reception center as a conditional use on the property
46 located at approximately 26 South 500 East, in the Commercial Farm zone. He noted the
Planning Commission recommended approval with conditions.

2 Mr. Snyder stated Mr. Jorgensen is proposing to construct an event barn
 4 (reception center) on the property. He also proposes to utilize the existing home, on the
 6 corner of Center Street and 500 East, as a caretaker or farm-help accessory dwelling. Mr.
 8 Snyder stated both of these uses require a conditional use permit in the CF zone per
 10 Lindon City Code. He noted the applicant’s existing residence (400 East) and detached
 12 garage/workshop are included in the Walker Farms project. Mr. Snyder reminded the
 14 Council that the intent of the commercial farm zone is to provide encouragement of
 agricultural production and associated commercial activities that are compatible with
 and/or promote agricultural uses within the city. Mr. Snyder indicated objectives of the
 zone include promoting and preserving agricultural production, promoting agricultural
 open space throughout the city, and allowing associated commercial activities which
 could be used as additional revenue sources to help sustain and support agricultural
 industry within Lindon.

16 Mr. Snyder explained that a large portion of the project area was initially rezoned
 18 by the City Council on October 3, 2017 from the R1-20 zone to the CF zone. The City
 20 Council also rezoned additional property to the CF zone on September 4, 2018. He noted
 22 the Planning Staff, City Engineer and Mr. Jorgensen are working through any technical
 issues related to the site and Staff will ensure all issues are resolved before final
 Engineering approval is granted. He noted third party notices were mailed on September
 28, 2018, to the adjoining property owners in accordance with Lindon City Code and no
 comments have been received to date.

24 Mr. Snyder then referenced Table 1 Property Information (LCC Commercial
 26 Farm 17.51) including Lot area, Lot width, Lot depth, Building height, Onsite parking
 stalls, Building setbacks and Agricultural Production Area followed by discussion. Mr.
 Snyder noted all requirements are met.

28 Mr. Snyder pointed out that at least forty percent of the property must be
 30 maintained in active agricultural production and be managed in such a way that there is a
 32 reasonable expectation of profit. Also, land used in connection with a farmhouse, such as
 34 landscaping, driveways, etc., cannot be included in the area calculation for agricultural
 production eligibility. Mr. Snyder pointed out the 40% requirement is met. Even though
 the combined parcels (total project area 6.29 acres) exceeds the minimum 5 acres as
 required by city code, currently the agricultural production area is at the minimum 40%.
 He indicated that no parcels that are currently in the project area could be removed or
 sold separately at a future date without modifications to the site plan.

36 Mr. Snyder further explained “agricultural production” is defined (per city code)
 38 as the production of food for human or animal consumption through the raising of crops
 40 and/or breeding and raising of domestic animals and fowl (except household pets) in such
 42 a manner that there is a reasonable expectation of profit. He noted this was previously
 discussed during the rezoning of the property. Mr. Jorgensen raises and breeds alpacas
 and intends to sell the alpaca wool; the reception/event center can be an additional
 revenue source for the alpaca operation.

44 Mr. Snyder stated the minimum area of any lot or parcel of land in the CF zone
 46 shall be five acres. He noted that multiple parcels that total five acres or more may
 qualify as meeting the minimum lot area without combining the parcels only when they
 are under identical legal ownership and are contiguous. He indicated that a deed

2 restriction prohibiting the separation of parcels may be required in order to maintain the
3 minimum five contiguous acres.

4 Mr. Snyder went on to say that not more than one single-family dwelling with an
5 accessory apartment, and one caretaker’s or farm-help dwelling, may be placed on a lot
6 or parcel of land in the CF zone (or conglomeration of parcels necessary to meet
7 minimum acreage requirements). He pointed out that in no case may the caretaker’s or
8 farm-help dwelling be sold as a separate, subdivided lot unless it meets all requirements
9 of the underlying zone. He added that owner occupancy of a primary residence on the
10 property is required to maintain a caretaker’s or farm help dwelling unit.

11 Mr. Snyder re-iterated that the project area contains Mr. Jorgensen’s existing
12 residence, at 400 East, and another residence to be used as a caretaker’s or farm-help
13 dwelling at the corner of 500 East and Center Street. Mr. Jorgensen has also recently
14 bought two other existing residences that are adjacent to but not part of the project area.

15 Mr. Snyder went on to say in a CF zone, all buildings, including accessory
16 buildings and structures, shall not cover more than forty percent (40%) of the area of the
17 lot or parcel of land, or the conglomeration of parcels as defined in city code (currently
18 less than 10%). At least forty percent (40%) of the front yard setback area of any lot shall
19 be landscaped. On any lot, concrete, asphaltic, gravel, or other driveway surfaces shall
20 not cover more than fifty percent (50%) of a front yard (this requirement has not been
21 met. He noted that landscaping details are needed for the frontages along Center Street
22 and 500 East).

23 Mr. Snyder pointed out that parking spaces in a CF zone are exempted from the
24 surfacing, striping, and interior landscaping requirements, but shall be provided with a
25 dustless, hard surface material such as compacted gravel, asphalt, or concrete and shall be
26 provided with a similar hard surfaced access from a public street (parking lots are
27 asphalt). He noted that any off-street parking lot adjacent to a residential use or
28 residential zone shall provide a minimum ten-foot (10') landscaped buffer from the
29 parking lot to the adjacent residential use or zone. Trees shall be planted at least every ten
30 feet (10') along the landscaped strip and must be a minimum of two-inch (2") caliper
31 measured one foot (1') off the ground and at least six feet (6') tall when planted. Trees
32 shall be of a variety that will mature to a height of at least twenty feet (20') tall in order to
33 provide a visual barrier between the parking lot and the residential use/zone (this
34 requirement has not been met).

35 Mr. Snyder noted no required parking spaces shall be within thirty feet (30') of a
36 front property line or street side property line. He indicated Mr. Jorgensen would like to
37 discuss a potential ordinance amendment to allow for the parking to be closer to the street
38 and the landscaping to be added within the parking area. All required ADA parking stalls
39 shall be provided with smooth, hard surface asphalt or concrete paving with a similar
40 surface provided as an ADA accessible pedestrian route between the parking spaces and
41 any public buildings being accessed from the spaces. He pointed out there are no
42 architectural design standards for the Commercial Farm (CF) zone.

43 Mr. Snyder then presented photos (2017 & 2018), Location, Site Plan (Overall
44 Project Concept), Layout (Reception Center Concept), Elevations, Example Parking Lot
45 and Landscaping Placement (not for approval at this time) followed by discussion. He
46 then turned the time over to Mr. Jorgensen for comment.

2 Mr. Jorgensen addressed the Council at this time. He indicated he is considering a
4 potential ordinance amendment to allow for the parking to be closer to the street and the
landscaping to be added within the parking area as the elementary school is the adjacent
neighbor.

6 Councilmember Lundberg commented she likes this trade off as it spreads some of
the beautification into the interior parking lot so its not just asphalt and concrete. She likes
8 the trade off and it seems like a reasonable concept. Councilmember Broderick agreed
adding it looks very sharp.

10 Mayor Pro Tem Bean pointed out this item came before the Planning Commission a
week ago and they agreed to keep the five conditions in the motion to ensure they are
12 followed up with. Mr. Jorgensen stated he is comfortable with the five listed conditions.

14 Mayor Pro Tem Bean called for any further comments or discussion from the
Council. Hearing none he called for a motion.

16 COUNCILMEMBER LUNDBERG MOVED TO APPROVE THE SITE PLAN
AND CONDITIONAL USE PERMIT FOR WALKER FARMS TO BE LOCATED AT
18 26 SOUTH 500 EAST IN THE COMMERCIAL FARM (CF) ZONE, WITH THE
FOLLOWING CONDITIONS: 1. THAT THE OWNER OCCUPIES ONE OF THE
20 LEGAL ON-SITE RESIDENCES IN ACCORDANCE WITH LINDON CITY CODE
17.51.014 AND 70, AND 2. THAT A DEED RESTRICTION PROHIBITING THE
22 SEPARATION OF THE PARCELS BE RECORDED IN ORDER TO MAINTAIN THE
MINIMUM FIVE (5) CONTIGUOUS ACRES (LINDON CITY CODE 17.51.020 AND
24 70), AND 3. THAT THE PROJECT COMPLIES WITH NOISE LIMITS, SIGNAGE
REGULATIONS, AND ANIMAL REGULATIONS AS REQUIRED IN LINDON CITY
26 CODE AND SPECIFICALLY SECTIONS 17.51.145 AND 150, AND 4. PRIOR TO
FINAL APPROVAL THAT THE APPLICANT WORKS WITH CITY STAFF TO
28 ADDRESS AND CORRECT THE SETBACK CONCERNS AND LOT ISSUES
RAISED BY RECENT UNAPPROVED DIVISIONS OF LAND (CONDITION FROM
30 REZONING 09/04/2018 CC), AND 5. PROVIDE A LANDSCAPING PLAN TO MEET
APPLICABLE REQUIREMENTS OF LCC 17.51.120(2) AND 17.51.130(3).

32 COUNCILMEMBER MAGLEBY SECONDED THE MOTION. THE VOTE WAS
RECORDED AS FOLLOWS:

34 COUNCILMEMBER BEAN AYE
COUNCILMEMBER LUNDBERG AYE
36 COUNCILMEMBER BRODERICK AYE
COUNCILMEMBER MAGLEBY AYE

38 THE MOTION CARRIED UNANIMOUSLY.

40 7. **Discussion Item — Urban Deer Hunt / Urban Deer Removal Programs.** Chief
Josh Adams and a representative from the State of Utah Division of Wildlife
42 Resources (DWR) will review urban deer hunt program rules and processes. The
Council will provide direction to staff on whether or not to proceed with gathering
44 additional public input and/or begin efforts with the DWR to establish an urban
deer hunt or urban deer removal program within Lindon. If an urban hunting
46 program is desired a future public hearing and budget amendment hearing will be
necessary.

2 Adam Cowie, City Administrator, gave some background of this item explaining
Lindon City Chief of Police Josh Adams and Wes Alexander, representative from the
4 State of Utah Division of Wildlife Resources (DWR) are in attendance to review urban
deer hunt program rules and processes. He noted staff is asking for direction on whether
6 or not to proceed with gathering additional public input and to begin efforts with the
DWR to establish an urban deer hunt or urban deer removal program within Lindon City.
8 He explained if the Council wants an urban hunting program a future public hearing and
budget amendment hearing will be necessary.

10 Mr. Cowie went on to say the City created a non-scientific poll on the city
Facebook page to gather preliminary input from citizens regarding whether or not to
12 consider a possible urban deer hunt. After two days the survey had 686 votes with 454
voting 'yes' and 232 voting 'no'. Of those who voted there are many Lindon residents
14 and names that Staff recognizes, but it also appears many respondents are not Lindon
residents (or at least don't list Lindon as their hometown on Facebook) so the poll is non-
16 scientific.

18 At this time Mr. Cowie asked for feedback as to whether or not Staff should
continue to investigate an urban deer hunt program and move forward with inventorying
the deer population, policy/program creation, and setting up public hearings for
20 additional public input. He noted Council action will be required in future public hearings
to adopt program policies and budgets. He then turned the time over to Chief Adams for
22 his presentation.

24 Chief Adams reviewed and presented the materials from the last discussion on
urban deer hunt/removal programs. He pointed out that a city with a resident deer
population that is significantly damaging private property or threatening public safety
26 within its boundaries may request the DWR for a certificate of registration ("COR") to
design, create, and administer an urban deer control plan. According the Division of
28 Wildlife Resources, an average of 37 deer carcasses are removed from Lindon annually.

30 Chief Adams noted the police department can only provide data regarding
incidents which were reported or discovered by patrolling officers. It should be noted that
each of the "welfare" deer incidents happened away from a city street and all "accident"
32 deer incidents were based on the deer's close proximity or actual contact with a vehicle.
He noted the majority of deer/vehicles incidents occur on State Street, followed by
34 Geneva Road.

36 Chief Adams pointed out that residents of Highland have overwhelmingly
supported the Urban Deer Program, and were in fact, the trial study for such a program in
Utah. On the other hand, Alpine residents were against such a program as they enjoy the
38 ambiance of having wildlife in proximity. Highland harvested 7 deer in 2016 and have no
current information as to 2017 and they have significantly downsized its program since
40 inception. Mapleton City budgets about \$6,000 annually for their Urban Deer Program.
In 2016, 93 deer were harvested at about \$65 per deer. In 2017, 47 deer were harvested at
42 \$125 per deer. According to the DWR, 64 deer were hit and killed in 2016 and 31 were
killed in 2017. Overall, Mapleton feels positively about their program and anticipate that
44 they will continue with the activity.

46 Chief Adams indicated that relocation has been experimented by various
communities throughout the Mountain West. However, transplanting deer is very cost
and labor intensive, and potential destinations must be adequately studied to determine if

2 they can support additional deer. The two most effective ways to address the issue of deer
 4 browsing and encroachment are proper fencing and landscaping. He noted the DWR
 publishes lists of plants which are unpalatable to deer as well as those which are
 6 attractive to deer. It stands to reason that if there is nothing in the neighborhood that a
 deer would eat, they won't spend their time there. When landscaping changes are not a
 suitable solution an eight-foot fence effectively prevents encroachment by deer. There is
 8 no scientific method to accurately count the deer population in the city. Once the five
 main features are addressed they would be required to do the application process; the
 10 DWR will help with the process. He pointed out there are people in the city that do have
 strong opinions to leave the deer alone. Mr. Alexander stated the DWR's opinion to the
 12 program is indifferent; the program was created for cities who deem they have an urban
 deer problem.

14 Mr. Alexander added in regards to the city's program, when actually trapping and
 removing the deer, the DWR is a close partner in the process and very much involved
 16 where the deer are released. There was then some general discussion with Mr. Alexander
 regarding deer removal options. He pointed out the design of the programs are not to
 18 eliminate the deer (as they will never go away) but to try to get them to a tolerable level.
 Ideally, the numbers could be knocked back to a tolerable level and then the efforts can
 20 be reduced to a manageable level; it is an ongoing battle.

22 Mayor Pro Tem Bean asked if an estimate of the deer population in the city is
 doable. Mr. Alexander stated it can be difficult to come up with an accurate number but
 they recommend to aim high. Councilmember Broderick thanked the presenters for the
 24 updated information and would suggest watching and monitoring the deer population and if
 it becomes more of a nuisance to address it again in the future. Councilmember Magleby
 26 agreed with that statement. Councilmember Lundberg would suggest doing it on a case by
 case basis and to create a better mechanism for those few who have a reportable problem
 28 with a nuisance deer population; but she is not sure it has currently reached a critical mass
 point. Mr. Cowie stated it is his understanding that the Council would still have to adopt
 30 this approved plan as a city to implement it on a case by case basis. Mr. Alexander
 confirmed this statement adding if adopted it is a 3-year encompassing program. Mayor
 32 Pro Tem Bean suggested doing a more statistically sound survey and get a real feel for how
 Lindon residents feel and where the problem is happening in the city. Mayor Pro Tem
 34 Bean and the Council thanked Chief Adams and Mr. Alexander for the presentation and
 valuable information.

36 Mayor Pro Tem Bean called for any further comments or discussion from the
 Council. Hearing none he moved on to the next agenda item.

38

40 **8. Presentation & Discussion — Review of 2018 Aquatics Center Season and**
Lindon Days. Lindon City Parks & Recreation Director, Heath Bateman, and
 Finance Director, Kristen Colson, will present financial overviews and statistics
 42 for the 2018 Aquatics Center season and for Lindon Days. General feedback
 regarding the Aquatics Center, Lindon Days, and various aspects of the Parks &
 44 Recreation Department will be provided but no motions made.

2 Parks & Recreation Director, Heath Bateman, and Finance Director, Kristen
 4 Colson, were in attendance to present financial overviews and statistics for the 2018
 Aquatics Center season and for Lindon Days followed by discussion:

Items of Note:

- 6 • The 2018 season was the Aquatic Center's 10th season
- 8 • Financial information in this report is presented for the calendar year rather than
by fiscal year
- 10 • In addition to the 2018 calendar year, 3 historical years are also presented
- 12 • Numbers since June 2017 are not audited
- 14 • Expenses are still coming as staff works to close the pool for the winter
- 16 • Debt service is not represented in this financial report
- 18 • Improvements which were funded by PARC Tax:
 - \$65,985 for ceramic tile
 - \$26,930 for flow rider pumps
 - \$29,670 to refurbish slides
- 20 • Revenue increased 17.0% before PARC tax and RDA contributions:
 - Daily admission revenue increased 14.8%
 - Pool punch passes increased 11.7%
 - Concession revenue increased 24.5%
 - Pool rental revenue increased 35.3%
- 22 • Expenses decreased 7.7%, but there are still 3 more months of utilities and
winterization costs

Debt Service:

- 24 • Not presented in financial report
- 26 • Annual debt service payments are about \$635,000 with \$50k of that coming from
PARC tax each year (since 2016FY) (remaining amount is paid by General Fund)
- 28 • 2008 bond for \$9.5M was refunded in 2015, but not called until July 2018
- 30 • Principal outstanding on the 2015 refunding as of 7/31/2018 is \$7,215,000
- 32 • The interest rate on the 2015 refunding is 2% until 2020, 3% until 2024, then 4%
for the remaining term
- The 2015 refunding will be paid off July 2033

Upcoming Maintenance & Improvements:

- 34 • Ongoing Maintenance
 - 36 - Alex, Lindon's Facilities Manager, will seal concrete in sections, completing
the entire Aquatics Center in about 4 years and then start over.
 - 38 - Replace all grates over 4 years at 12 grates per year. The grates cost about
\$300 each.
 - 40 - Re-caulk all of the large concrete joints at the Aquatics Center. This is the 2nd
year of this 3-year process at an estimated cost of \$7,500/year.
 - 42 - Annual pump maintenance with this year's estimated cost at \$20,000. This
will be a continuous process.
- 44 • 2018-2019 Fiscal Year
 - Resurface flow rider for about \$35,000.
- 46 • Looking into the Future
 - The blue and yellow shades are being repaired as needed, but will need to be
replaced in the future. There are 6 shades that would cost about \$2,500 each.

- 2 - Install a pavilion outside the pool which can be reserved and rented which will
4 be paid for with park impact fees.

6 **Aquatics Center Financial Report** (as of 10/8/2018)

6 **Private Pool Rentals:**

8 Mr. Bateman stated it seems that 3-hour reservations are wanted. He noted next
10 year they are proposing to have 3 or 4-hour reservations on Friday and Saturday. The
12 question is if it is worth it to keep the pool open (due to lack of lifeguards) after school
14 starts as the pool is very difficult to staff with lifeguards and cashiers after school starts.
16 Also, when parties are booked after school starts, sometimes they are faced with closing
18 the pools and the Flowrider due to lack of staff.

14 **Lindon Days 2018 Update:**

16 Ms. Colson then reviewed the 2018 Lindon Days Financial Report indicating the
18 following numbers followed by discussion:

- 18 - Revenue \$37,737.12
- 20 - Expenses \$63,555.11
- 22 - Difference \$(25,757.99)

24 Mr. Bateman mentioned there are some Saturday parade conflicts with other
26 cities. He suggested the possibility of starting Lindon Days on Saturday Morning with the
28 Parade and go until Friday night.

30 Mr. Bateman then presented the following information followed by some general
32 discussion.

34 **Possible Grant Opportunities:**

- 36 • Utah Outdoor Recreation Grant (GOED)
 - 38 - Limit \$150K
 - 40 - 50-50 Match (25% can be in-kind)
 - 42 - Awarded for 13 types of activities: Trails, OHV, shooting sports, natural
44 playscapes, equestrian, wayfinding, climbing, mountain biking, water
46 recreation.
- 36 • Land & Water Conservation Grant (LWCF)
 - 38 - Once a public outdoor recreation site, always a public outdoor recreation site.
 - 40 - 50-50 Match
 - 42 - The LWCF may be used to develop outdoor recreation facilities including, but
44 not limited to: ball fields, sports courts, spray parks, golf courses, public
46 restrooms, swimming pools, skate parks, and walking trails. Land acquisitions
 for public outdoor recreation are also eligible for LWCF.
- 36 • Recreational Trails Program (RTP)
 - 38 - 50-50 Match – In-kind, volunteer labor, donations, etc.
 - 40 - RTP funding may be used for the construction and maintenance of trails and
42 trail related facilities, including the development of staging areas, trailheads,
44 restroom facilities, etc.
 - 46 - Limit \$150K
 - Bike Park and Grants and possible Bike Pump Track Locations

Department Needs:

- 2 • Full Time Aquatics Coordinator
- Part-time Parks Ranger

4 **Coming Events:**

- 6 • Halloween Carnival/Trunk or Treat
 - Friday, October 19, 2018
 - Community Center
- 8 • Christmas Tree Lighting Ceremony
 - Monday, December 3, 2018
 - Community Center

12 Following discussion, the Council thanked Mr. Bateman and Ms. Colson for the presentation and valuable information and for their good works for the city.

14 Mayor Pro Tem Bean called for any further comments or discussion from the Council. Hearing none he moved on to the next agenda item.

16 **9. Public Hearing — FY2018-19 Budget Amendment; Resolution #2018-20-R.**

18 The City Council will review and consider Resolution #2018-20-R amending the fiscal year 2018-19 Lindon City Budget for various budgetary modifications and updates to city revenues and expenditures.

22 COUNCILMEMBER BRODERICK MOVED TO OPEN THE PUBLIC HEARING. COUNCILMEMBER MAGLEBY SECONDED THE MOTION. ALL PRESENT VOTED IN FAVOR. THE MOTION CARRIED.

26 Kristen Colson, Finance Director led this discussion item by referencing Resolution #2018-20-R amending the fiscal year 2018-19 Lindon City Budget for various budgetary modifications and updates to city revenues and expenditures and fee schedule bullet points as follows: (some items carried over from the last fiscal year).

- 30 • Spencer Foster, Court Clerk, applied for and received a state grant to help offset increasing costs for indigent attorney fees.
- 32 • Heath Bateman, Parks and Recreation Director, applied for and received a recreation grant from Utah County to help offset some of the cost of installing screens at the pickleball courts at Hollow Park. The grant was for \$5,593 and is being received into the General Fund and then transferred to the Parks CIP fund. The total cost was \$8,765 with the remaining expense covered by impact fees.
- 36 • Carryover from the 2017-2018 budget. The police department is still working on purchasing cameras (dash cams) for all of their vehicles for about \$60,000.
- 38 • Public Works uniform expense is increasing \$515 to buy shirts for their personnel which will identify them as Lindon City Public Works employees. This expense is distributed to Streets and PW Admin in the General Fund, as well as the Water, Sewer and Storm Water funds.
- 40 • The rental cost for the Public Works backhoe has increased and is not available at the termination of our current rental agreement so the City is extending the current rental agreement 3-4 months and then paying the annual rental fee for the new backhoe in January or February. This \$4,000 increase is distributed to Streets in the General Fund, as well as the Water, Sewer and Storm Water funds.

- 2 • The budget amendment on September 18, 2018 did not include Debt Service Fund
- 4 amendments for transfers in from the General Fund and payments of principal and
- 6 interest for the road portion of the 700 North bond payoff and the Public Safety
- 8 Building pay down. The transfer out from General Fund was an estimate and we
- 10 now know the actual amount.
- 12 • There are \$120,000 in budgeted improvements for the Aquatics Center in the
- 14 2018-2019 fiscal year. The City will use \$55,000 in PARC Tax to cover the cost
- 16 of resurfacing the flow rider and general pump maintenance.
- 18 • The two pavilions at Pioneer Park and the two pavilions at Pheasant Brook will be
- 20 treated for an estimated cost of \$12,840.
- 22 • Orem City notified Lindon City of an upcoming capital improvement to their
- 24 Water Reclamation Facility of about \$1.2 million. According to our agreement,
- we will share about 12% of that cost.
- Carryover from the 2017-2018 budget. Three lift stations (#1, 3, & 6) will be
- demolished for about \$56,000.
- Carryover from the 2017-2018 budget. The sewer TV truck computer and
- software equipment will be upgraded for about \$25,000.
- Carryover from the 2017-2018 budget. The City is still working with Ivory
- Development to share the actual costs for the new sewer lift station.
- The budget for the Citywide cleanup is increasing \$4,000 since the City has added
- a Fall Cleanup with dumpsters in addition to the Spring Cleanup.
- The changes in revenues and expenses are balanced and offset by changes in the
- use of, or appropriation to, fund balances.

26 There was then some general discussion regarding the budget amendment notes as
 28 presented. Ms. Colson stated she will prepare an updated fund balance report showing the
 changes and send it to the Council.

30 Mayor Pro Tem Bean called for any public comments. Hearing none he called for a
 motion to close the public hearing.

32 COUNCILMEMBER BRODERICK MOVED TO CLOSE PUBLIC HEARING.
 34 COUNCILMEMBER MAGLEBY SECONDED THE MOTION. ALL PRESENT
 VOTED IN FAVOR. THE MOTION CARRIED.

36 Mayor Pro Tem Bean called for any further comments or discussion from the
 Council. Hearing none he called for a motion.

38 COUNCILMEMBER BRODERICK MOVED TO APPROVE RESOLUTION
 40 2018-20-R AMENDING THE FISCAL YEAR 2019 BUDGET AND FEE SCHEDULE.
 COUNCILMEMBER LUNDBERG SECONDED THE MOTION. THE VOTE WAS
 42 RECORDED AS FOLLOWS:

COUNCILMEMBER BEAN AYE
 44 COUNCILMEMBER LUNDBERG AYE
 COUNCILMEMBER BRODERICK AYE
 46 COUNCILMEMBER MAGLEBY AYE
 THE MOTION CARRIED UNANIMOUSLY.

2 **10. Discussion Item — Lindon City Justice Court.** City Staff will review the
 4 process for replacement of Lindon City Justice Court Judge Brent Bullock, due to
 6 him aging out of the system in February 2019, and will present a financial and
 8 statistical overview of the court and options regarding the future of the court.

10 Adam Cowie, City Administrator, gave some background of this item explaining
 12 City Staff will review the process for replacement of Lindon City Justice Court Judge
 14 Brent Bullock, due to him aging out of the system in February 2019, and will present a
 16 financial and statistical overview of the court and options regarding the future of the
 18 court.

20 Mr. Cowie then referenced the financial details and justice court case load charts.
 22 He noted they recently met with the State Justice Court Administrator about the judge
 24 replacement process and were informed that Lindon is not obligated to have a justice
 26 court; nor to cover the costs of a court if we close our court and let the County Justice
 28 Court process our cases unless we want a portion of the fine revenues.

30 Mr. Cowie indicated when a new judge is hired they are technically treated like an
 32 elected official for a 6-year term and the city is required to be pay the judge for their full
 34 term (6 years), even if the justice court closes. He stated that considerations for the next
 36 6-years of the Lindon City Justice Court needs to be discussed tonight before proceeding
 38 with hiring a new judge. Mr. Cowie then presented the options to consider as follows:

40 **Option 1. Keep Justice Court as is:**

42 *a. Pros*

- 44 i. Full local control
 - 46 1. Selection of judge; prosecutors; indigent defense attorneys; staff
 - 48 2. Excellent working relationships
- 50 ii. Most convenient location (court patrons, employees, officers, attorneys, proximity
 52 to Police Dept)
- 54 iii. Ability to continue operating justice court
- 56 iv. Revenue potential: Losses are decreasing w/possible revenue positive FY2018-19
 - 58 1. Indigent defense grant; in-house attorney; decreased salary of new judge
- 60 v. Provides jobs in Lindon (judge, FT court clerk, PT court clerk, attorneys, bailiffs)
- 62 vi. More fully utilizes existing facilities

64 *b. Cons*

- 66 i. Cost. The justice court has been subsidized by the General Fund for past 11
 68 years
- 70 ii. Management and operations time (Administration, HR, payroll, etc.)
- 72 iii. Facilities – requires court room, offices, equipment/supplies, and on-going
 74 maintenance

76 **Option 2. Close Court w/ Interlocal Agreement w/Neighboring City (Orem/PG) For
 78 Justice Court Services:**

80 *a. Pros*

- 82 i. More convenient than going to County justice court location (Provo)
- 84 ii. Opportunity for costs savings (consolidation of employees, facilities, etc.)
- 86 iii. May be able to negotiate some control if providing prosecutor, etc.
- 88 iv. Ability to re-open Lindon justice court when Interlocal Agreement

- 2 ends/dissolves
- 3 v. Less management oversight
- 4 vi. Facility space available for future needs

b. Cons

- 6 i. Loss of control (judge, indigent defense attorneys, possibly prosecutor, staff)
- 7 ii. May or may not cover full cost of services; loss of possible revenue
- 8 iii. Possible inefficiency of time w/attorneys & officers waiting & away from offices
- 10 iv. Justice Court employee layoffs

Option 3. Close Court w/Agreement w/County Justice Court BUT Retain Our Own Prosecutor:

a. Pros

- 14 i. Cost savings; ability to keep 50% of city portion of fine revenues to off-set prosecutor costs
- 16 ii. Control of prosecutor selection
- 17 iii. Maintain working relationship between prosecuting attorney & city officers
- 18 iv. Less management oversight
- 19 v. Facility space available for future needs

b. Cons

- 20 i. Loss of control (judge, indigent defense attorneys, staff)
- 22 ii. Less convenient traveling to Provo
- 23 iii. Possible inefficiency of time w/attorneys & officers waiting & away from offices
- 24 iv. Justice Court employee layoffs
- 26 v. Most likely would lose ability to re-open Lindon justice court again

Option 4. Close Court w/Agreement w/County Justice Court to Handle Everything:

a. Pros

- 28 i. Cost is fully covered by County
- 30 1. City cannot retain any fine revenue
- 31 ii. Less management oversight
- 32 iii. Facility space available for future needs

b. Cons

- 34 i. Complete loss of control (judge, prosecutor, indigent defense attorneys, staff)
- 35 ii. Less convenient traveling to Provo
- 36 iii. Possible inefficiency of time w/officers waiting & away from offices
- 37 iv. Justice Court employee layoffs
- 38 v. Most likely would lose ability to re-open Lindon justice court again
- 39 vi. Concern that future legislation would be drafted to require financial participation from capable cities

42

43 Mr. Cowie re-iterated that Staff needs direction on whether or not the Council
44 wants to explore these 'court closure' options more or to keep the court as-is and move
45 ahead with hiring a new justice court judge.

46

47 Mr. Cowie explained to fill the judge vacancy the city council would need to
48 appoint two non-elected individuals to serve on a selection committee with several other

2 appointed persons by the County Commission, Mayors of the County, and County Bar
4 Association. This committee would interview the judge applicants who meet State
qualifications then provide a few individuals to the Council to review and consider one
person for appointment as the new judge.

6 He further explained the Council can appoint a Temporary Judge without a
selection committee process if the search for a permanent judge takes longer than
8 anticipated or isn't completed prior to February when Judge Bullock ages out of the
system. There was then some general discussion regarding the options presented.
10 Following discussion, the Council agreed to proceed with option #1 and to keep the Justice
Court as is and to move forward with the process to hire a new justice court judge.

12 Mayor Pro Tem Bean called for any further comments or discussion from the
Council. Hearing none he moved on to the next agenda item.

14

11. **Closed Session — Closed Executive Session.** The Mayor and City Council
pursuant to Utah Code 52-4-205 may vote to enter into a closed executive session
for the purpose of discussing pending or imminent litigation. This session is
closed to the general public.

16

18

20 COUNCILMEMBER MAGLEBY MADE A MOTION TO ENTER INTO A
CLOSED EXECUTIVE SESSION FOR THE PURPOSE OF DISCUSSING PENDING
22 OR IMMINENT LITIGATION. THIS SESSION IS CLOSED TO THE GENERAL
PUBLIC PER UTAH CODE 52-4-205. COUNCILMEMBER BRODERICK
24 SECONDED THE MOTION. THE VOTE WAS RECORDED AS FOLLOWS:
COUNCILMEMBER BEAN AYE
26 COUNCILMEMBER LUNDBERG AYE
COUNCILMEMBER BRODERICK AYE
28 COUNCILMEMBER MAGLEBY AYE
THE MOTION CARRIED UNANIMOUSLY.

30

COUNCILMEMBER BRODERICK MADE A MOTION TO CLOSE THE
32 EXECUTIVE SESSION AND MOVE INTO THE REGULAR CITY COUNCIL
SESSION. COUNCILMEMBER MAGLEBY SECONDED THE MOTION. ALL
34 PRESENT VOTED IN FAVOR. THE MOTION CARRIED.

36 **COUNCIL REPORTS:**

38 **Councilmember Hoyt** – Councilmember Hoyt was absent.

40 **Councilmember Broderick** – Councilmember Broderick reported he attended the North
Union Canal Irrigation company meeting. He also mentioned the elevator bid stating he
42 received some feedback from contractors that it would be helpful if there is better
electrical and mechanical information included in the bid. He pointed out when there is
44 uncertainty the price of bids goes up and including more information may help to make it
easier to get the right bid. Mr. Cowie stated the plan is to rebid in January.
46 Councilmember Broderick also reported he attended the bi-monthly engineering meeting.

2 **Councilmember Bean** – Councilmember Bean reported, following interviews, Scott
4 Thompson was selected as the new Planning Commissioner. Mr. Thompson will be
appointed and will start at the next meeting.

6 **Councilmember Lundberg** – Councilmember Lundberg reported she attended the
8 American Planners Association Conference that was very informative. She noted she will
present her information in detail at the next meeting.

10 **Councilmember Magleby**– Councilmember Magleby reported he attended the North
12 Pointe Solid Waste District meeting where they encouraged each city to allow them to
come and make a presentation to educate the Council on ambitions and future goals
14 associated with growth etc., at the landfill as to plan accordingly.

16 **Mayor Acerson** – Mayor Acerson was absent.

18 **Administrator’s Report:** Mr. Cowie reported on the following items followed by
discussion.

20 **Misc. Updates:**

- 22 • October City newsletter
- 24 • November newsletter article: Councilmember Hoyt - Article due to Kathy
Moosman last week in October.
- 26 • Planning Director hiring process update. Extended offer to Michael Florence
- 28 • Planning Commission – Charlie Keller needs replacement after his term ends
Dec./Jan.
- Misc. Items

30 **Upcoming Meetings & Events:**

- 32 • October 26th – Trunk or Treat and spook alley at Community Center.
- 34 • November 9th-19th – Fall Clean-Up with dumpsters available around town for
public use. November 1st-30th City will continue to pick up leaf bags, but yard
waste, etc. needs to be taken to dumpsters.
- 36 • November 6th – General Election.
- 38 • November 22nd – Mayor’s Thanksgiving Dinner event.
- 40 • November 22nd-23rd – Offices closed for Thanksgiving holiday.
- December 21st at Noon – Employee Christmas party at Community Center.
- December 24th-25th – City offices closed for Christmas holiday.
- Tuesday, January 1st – City offices closed for New Year’s holiday. No Council
meeting.

42 Mayor Pro Tem Bean called for any further comments or discussion from the
44 Council. Hearing none he called for a motion to adjourn.

46 **Adjourn** –

2 COUNCILMEMBER BRODERICK MOVED TO ADJOURN THE MEETING
4 AT 10:58 PM. COUNCILMEMBER MAGLEBY SECONDED THE MOTION. ALL
4 PRESENT VOTED IN FAVOR. THE MOTION CARRIED.

6

Approved – November 20, 2018

8

10

Kathryn Moosman, City Recorder

12

14

Matt Bean, Mayor Pro Tem

DRAFT

Item 4 – Open Session for Public Comment *(For items not on the agenda - 10 minutes)*

Item 5 – Consent Agenda – *Consent agenda may contain items which have been discussed beforehand and/or do not require significant discussion, or are administrative in nature, or do not require public comment. The Council may approve all Consent Agenda items in one motion, or may discuss individual items as needed and act on them separately.*

- a. Appointment of Jared Schauers to a three year term as a Lindon City Planning Commissioner.
- b. Resolution #2018-21-R approving and adopting the 2019 Public Meeting Schedule.
- c. Appointment of Mark Brandt to the Lindon City Tree Advisory Board.
- d. Appointment of Brian Haws and Dana Facemyer as city representatives on the Justice Court Nominating Commission to assist with recommending a new justice court judge in Lindon.

Sample Motion: *I move to approve the Consent Agenda items.*

Lindon City
100 North State Street
Lindon, UT 84042-1808



TEL 801-785-7687
FAX 801-785-7645
www.lindoncity.org

Jared Schauers
385 N. 780 E.
Lindon, Utah 84042

November 21, 2018

Mr. Schauers,

On November 20, 2018 the Lindon City Council approved the recommendation to appoint you as a member of the Planning Commission for Lindon City. We hope to have you start participating at meetings beginning on January 8, 2019. It is anticipated that you will serve a full three-year term which will expire the last day of January 2022, or until your respective successor has been appointed.

Meetings are typically held on the 2nd and 4th Tuesday of each month, except for meetings that may fall on or near a holiday. A schedule of meetings for 2019 is attached.

We are excited to work with you and appreciate your willingness to serve the City of Lindon and represent the citizens in our community. As a new Planning Commissioner, our Planning Director, Mike Florence, would like to meet with you to review your responsibilities and to answer any questions you may have. Please contact him at 801-785-7687 or by email at mflorence@lindoncity.org to set up a quick meeting before your first Planning Commission meeting.

Sincerely,

Jeff Acerson
Mayor

RESOLUTION NO. 2018-21-R

A RESOLUTION OF THE CITY COUNCIL OF LINDON CITY, UTAH COUNTY, UTAH, ADOPTING THE 2019 LINDON CITY PUBLIC MEETING SCHEDULE FOR THE CITY COUNCIL, PLANNING COMMISSION, AND BOARD OF ADJUSTMENT, AND CITY OBSERVED HOLIDAYS AND OFFICE CLOSURE DATES, AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the Municipal Council of Lindon City finds it necessary for conformance with State Code to adopt and publish an annual public meeting calendar for the City Council, Planning Commission, and Board of Adjustment; and

WHEREAS, the City desires to declare City observed holidays and to announce when the City facilities will be closed to the public; and

WHEREAS, the Municipal Council has discussed dates for the proposed meeting and holiday schedule and desires to adopt the 2019 Lindon City Public Meeting Schedule.

NOW, THEREFORE, BE IT RESOLVED by the City Council of Lindon City, Utah County, State of Utah, as follows:

SECTION I. The 2019 Lindon City Public Meeting Schedule is adopted as shown on the attached 'Exhibit A'.

SECTION II. This resolution shall take effect immediately upon passage.

PASSED AND ADOPTED by the Lindon City Council on this 20th day of November, 2018.

Jeff Acerson, Mayor

ATTEST:

Kathryn A. Moosman, City Recorder

SEAL:

LINDON CITY PUBLIC MEETING SCHEDULE 2019

ALL MEETINGS TO BE HELD AT THE LINDON CITY CENTER, 100 NORTH STATE STREET, LINDON UNLESS POSTED OTHERWISE

The following chart should be used as a guide when submitting applications for City Council, Planning Commission, and Board of Adjustment review. The City assumes no liability for a missed meeting. “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 the City Recorder, Kathy Moosman, at 801-785-5043, giving at least 24 hours-notice.” **Lindon City Public Meeting Schedule adopted by Resolution 2018-___ -R**

Applications can be filed at any time. The application will be reviewed for completeness and conformance with City standards. When the application is considered complete and major issues have been addressed, it will then be scheduled for the next available meeting. Typical time frame for processing applications is 6 to 8 weeks. It is the applicant’s responsibility to contact the City and inquire as to the status of the application and when it will be scheduled for a particular meeting.

Business requiring Planning Commission, City Council and/or Board of Adjustment review will be heard on the dates listed below.

CITY COUNCIL	PLANNING COMMISSION	BOARD OF ADJUSTMENT	CITY OBSERVED HOLIDAYS
7:00 P.M. 1 st & 3 rd Tuesday	7:00 P.M. 2 nd & 4 th Tuesday		<i>City Offices Closed</i>
JANUARY 15, 2019 FEBRUARY 5, 2019 FEBRUARY 19, 2019 MARCH 5, 2019 MARCH 19, 2019* APRIL 2, 2019* APRIL 16, 2019 MAY 7, 2019 MAY 21, 2019 JUNE 4, 2019 JUNE 18, 2019 JULY 16, 2019 AUGUST 20, 2019 SEPTEMBER 3, 2019 SEPTEMBER 17, 2019 OCTOBER 1, 2019 OCTOBER 15, 2019 NOVEMBER 19, 2019 DECEMBER 3, 2019 DECEMBER 17, 2019	JANUARY 8, 2019 JANUARY 22, 2019 FEBRUARY 12, 2019 FEBRUARY 26, 2019 MARCH 12, 2019 MARCH 26, 2019 APRIL 9, 2019 APRIL 23, 2019 MAY 14, 2019 MAY 28, 2019 JUNE 11, 2019 JUNE 25, 2019 JULY 23, 2019 AUGUST 27, 2019 SEPTEMBER 10, 2019 SEPTEMBER 24, 2019 OCTOBER 8, 2019 OCTOBER 22, 2019 NOVEMBER 12, 2019 NOVEMBER 26, 2019 DECEMBER 10, 2019	Board of Adjustment meets on an as needed basis.	JANUARY 1st – New Year’s Day JANUARY 21st – Martin Luther King Jr. Day FEBRUARY 18 th – President’s Day MAY 27 th – Memorial Day JULY 4 th – Independence Day JULY 24 th – Pioneer Day SEPTEMBER 2 nd – Labor Day NOVEMBER 28 th – 29 th – Thanksgiving Holiday DECEMBER 23 rd – City Offices closed at noon DECEMBER 24 th – 25 th – Christmas Holiday

The City Council will meet as the Redevelopment Agency on an as needed basis on the same date as its regularly scheduled meetings.

NOTE: The Board of Adjustment will meet on an as needed basis. Meeting times and dates are subject to change.

NOTE: Meeting dates may be canceled at the discretion of the City Council and Planning Commission due to holidays, municipal elections, or other unforeseen conflicts.

NOTE: Special meetings, as needed to serve the public needs, may be added throughout the year for any of the above groups - with a minimum 24 hours public notice.

*Meeting is subject to cancellation – These are tentative party caucus dates. They are not confirmed as yet.

Lindon City
100 North State Street
Lindon, UT 84042-1808



TEL 801-769-8625
FAX 801-785-4510
www.lindoncity.org

Mark Brandt
384 N 835 E
Lindon, Utah 84042

November 20, 2018

RE: TREE BOARD MEMBER APPOINTMENT

In an effort to maintain the Tree City U.S.A. designation for the City of Lindon, a Tree Advisory Board has been created to provide recommendations to the City Council regarding tree related issues. You have been nominated and appointed by the City Mayor and Council to serve as a member on this board. It is anticipated that you will serve on this board for a three-year term, until June 2021.

The Tree Board is an active group that plans the annual City Arbor Day activities, tree planting projects, provides recommendations for the types and locations of trees that have been planted in public parks, etc. The board typically meets a 4 times per year and focuses on special events that help get the community involved in tree recognition and tree planting.

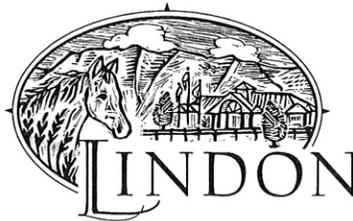
We appreciate your willingness to serve the City of Lindon and look forward to working with you in this position. If you have any questions regarding your responsibilities as a member of this board, your ability to serve on the board, or other City matters, please feel free to contact us.

Sincerely,

Heath G Bateman
Parks & Recreation Director

Jeff Acerson, Mayor

Lindon City
100 North State Street
Lindon, UT 84042-1808



TEL 801-785-5043
FAX 801-785-4510
www.lindoncity.org

James M. Peters
Administrative Office of the Courts
450 South State
PO BOX 140241
Salt Lake City, UT 84114-0241

November 21, 2018

Mr. Peters,

Please accept this letter as official notification that on November 20, 2018 the Lindon City Mayor and City Council appointed by motion both Brian Haws and Dana Facemyer to serve as the two appointees representing Lindon City on the Justice Court Nominating Commission. These individuals will participate on behalf of the City during the Nominating Commission's activities to interview justice court judge applicants to fill the vacancy created by the retirement of Justice Court Judge Bullock.

This appointment of Brian and Dana shall take effect immediately. The contact information for the Nominating Commissioners is as follows:

Brian Haws,
Dana Facemyer, ☐

If you have questions, please contact our City Administrator, Adam Cowie, at acowie@lindoncity.org or 801-785-5043.

Sincerely,

Jeff Acerson
Mayor

cc: Brian Haws, Dana Facemyer

6. Site Plan/Conditional Use Permit — Lindon Ridge Apartments, ~45 S. Main Street (30 minutes)

Julie Smith, on behalf of the Christensen's, requests preliminary site plan approval for senior housing apartments at a density of 30 units/acre as a conditional use on the property located at approximately 45 S. Main St., in the Senior Housing Facility Overlay (SHFO) zone. Total land area of ~3.44 acres. The Planning Commission recommended approval with conditions.

See attached materials from the Planning Department.

Site Plan & Conditional Use Permit Lindon Ridge Apartments, ~45 S. Main Street

Julie Smith, on behalf of the Christensen's, requests site plan approval for senior housing apartments at a density of 30 units/acre as a conditional use on the property located at approximately 45 S. Main St., in the Senior Housing Facility Overlay (SHFO) zone. Total land area of ~3.44 acres.

Applicant: Julie Smith
Presenting Staff:
Michael Florence

Date: November 20,
2018

General Plan:
Commercial
Zone (base): General
Commercial (CG)
Overlay Zone: Senior
Housing Facility Overlay
(SHFO)

Property Owner(s):
Christensen, Richard &
Sharon

Address: ~45 S. Main
Street

Parcel ID: 14-070-0036,
0090, 0092, 0124, 0125,
0126, 0229, 0249, 0254,
and 0320

Lot Size: 3.44 acres

Type of Decision:
Administrative

SUMMARY OF KEY ISSUES

1. Whether the proposal and request for site plan and conditional use permit approval complies with applicable land use requirements.

MOTION

I move to (*approve, deny, continue*) the applicant's request for site plan approval for senior housing apartments at a density of 30 units/acre as a conditional use on the property located at approximately 45 S. Main St., in the Senior Housing Facility Overlay (SHFO) zone, with the following conditions (if any):

These conditions were recommended by the Planning Commission on 10/23/2018

1. *Address remaining City review comments and finalize the plans with the City Engineer,*
2. *Clarify on the plans, by adding the details and location of, the on-site full-time management,*
3. *Recording of the required deed restriction relating to occupancy,*
4. *Address building material requirements (The Planning Commission recommended that the first-floor materials (stucco with the appearance of stone) be replaced with more durable stone or stone veneer),*
5. *Comply with Maintenance of Premises regulations found in Lindon City Code 17.75.040,*
6. *That the property and project (including the individual units) remain under single ownership. Individual dwelling units may not be developed or converted to condominiums and may not be sold separately from the rest of the development,*
7. *In order to address the necessary easements, and in order to ensure the combination of the multiple parcels involved in the project, record an approved subdivision plat prior to finalizing the plans with the Lindon City Engineer (or accomplish these items in another manner approved by the City Engineer and Planning Staff), and*
8. *Tender water shares or pay the fee in lieu of to the City.*

Staff recommends the following additional condition: the applicant continue to work with staff on an agreement to install and maintain landscaping on the corner of Main Street

	<p><i>and State Street in exchange for emergency vehicle secondary access and pedestrian ingress and egress from the site.</i></p>
--	--

PLANNING COMMISSION ACTION

The Planning Commission discussed and made a recommendation concerning the proposal on 10/23/2018. The Planning Commission first discussed the proposal on 10/09/2018. It was continued to the 23rd in order to allow further discussion regarding the proposed building materials. The Planning Commission felt that the materials on the first floor must be changed in order to better comply with the City Code and Development Standards. Please refer to their recommended conditions on page 1 (item 4 specifically address materials).

BACKGROUND

1. The Planning Commission discussed the proposal on 10/09/2018. The item was continued after discussion about the proposed materials. Comments regarding the materials included: appearance, cost, seismic, energy efficiency, durability and compliance with codes and standards. The applicant clarified that the siding on the 2-4 floors will be hardi-board (not metal siding). The applicant will present additional information.
2. The applicant proposes 103 apartment units in the SHFO zone. The proposed density is 30 units per acre. The applicant is not proposing any outdoor storage or RV storage space.
3. The Senior Housing Facility Overlay regulations are found in Lindon City Code (LCC) chapter 17.75.
4. The Senior Housing Facility overlay provides standards for development which recognizes and accommodates the varied housing and lifestyle needs and desires of seniors age 55 and older. It promotes independence and a high quality of life to meet the physical and social needs of seniors by encouraging specialized design features, and convenient access to community and civic centers, support services, mass transit stations and stops, recreational facilities, and shopping centers. (LCC 17.75.005(1) Purpose)
5. The overlay is not for non-age restricted residential housing of any type including, but not limited to, apartments, condominiums, townhomes, single-family homes, twin homes, triplexes, fourplexes, etc. (LCC 17.75.005(3) Purpose)
6. Senior Housing Facilities are a conditional use in the SHFO zone. (LCC Section 17.75.015(2))
7. "Senior housing facility" as used in this chapter shall mean residential housing for persons age 55 and older in a multi-unit development under a single ownership that consists of apartment or independent living facilities and which are located within the MC and CG zones. (Lindon City Code (LCC) Section 17.75.010)
8. The SHFO zone was applied to the subject property by the City Council on July 16, 2013, by way of ordinance (2013-7-0). The text that regulates SHFO projects was also adopted the same day by way of ordinance (2013-5-0). (Files 13-23-0 and 13-24-8).
9. Application and Submittal Requirements (LCC 17.75.060): The Lindon City Council shall be the final land use authority for all Senior Housing Facility applications. The City Council shall not render a decision on an application until the Planning Commission has reviewed the application

and provided a recommendation to the City Council. (Application for approval shall be subject to sections 17.12—Document Submission and Review, 17.20—Conditional Use Permits and all other applicable sections of the Lindon City Code.)

10. Unified Ownership. Senior housing development projects within the zone shall be under a single ownership, with respect to each development. Individual dwelling units may not be developed or converted to condominiums and may not be sold separately from the rest of the development. (LCC 17.75.030(17)).

REVIEW PROCESS

DRC Review

Planning Staff, the City Engineer and the applicant are working through technical issues related to the site and City Staff will ensure all issues are resolved before final Engineering approval is granted.

Public Comment

Third party notices were mailed on September 28, 2018, to the adjoining property owners in accordance with LCC Section 17.14.50 Third Party Notice. Staff has received no written public comment at this time. The applicant and staff have reviewed the most recently revised plans with an adjoining property owner (Lee LA Enterprises).

DISCUSSION & ANALYSIS

Access

The applicant and staff have discussed preparing a written agreement concerning access from Main Street through City property (location of the crash gate for second access as well as pedestrian access) and in return the applicant will landscape and maintain the area up to Main Street and State Street.

Density

LCC 17.75.030(8): Density. The Senior Housing Facility Overlay may have a maximum density of 30 dwelling units per acre if full-time on-site management is present and one (1) indoor and one (1) outdoor common area/recreation space is provided within the facility. If full-time onsite management is not present or the two common area/recreation spaces are not provided, the maximum density shall be 15 dwelling units per acre. *The plans currently do not call out the presence of full-time on-site management. The applicant has indicated that it will be located on the first floor of one of the apartment buildings. (It will be required based on the requested density of 30 units per acre.) Amenities shown on the plans include the following-Indoor amenities: Fitness Room, Gathering Lounge, Theater Room. Outdoor amenities: Dog Park, Garden Boxes, Covered Sitting Areas, Outdoor Benches, Outdoor Smokers Lounge, Walking Path.*

Table 1. Property Information (Senior Housing Facility Overlay (SHFO) zone LCC Chapter 17.75.030)

	Minimum Requirement	Proposed Site
Project Acreage	Project acreage shall be a minimum of 2.5 acres but not larger than 5 acres.	3.44 acres (Area identified as future development is currently not in the SHFO zone).
Lot frontage	No minimum requirement	45.50' (State Street) and 40.02' (Main Street)
Building height	Maximum 48'	45'6"
Min. Dwelling Unit Size	700 sq. ft.	703 (1 bedroom), 930 (two bedrooms), and 1141 sq. ft. (three bedrooms).
Parking 1.10 parking stalls per unit (projects are encouraged to provide covered parking and adequate ADA stalls) *The applicant is going with wider parking stalls (10' instead of 9') to accommodate covered parking and ease of access. **Concrete paving in the parking lot.	Vehicle: 113 stalls ADA: 5 stalls Bicycle: 11	Vehicle: 142 stalls (1.35 per unit) (105 covered) ADA: 6 stalls Bicycle: 12
Building setbacks		
Front	40 feet	60 feet
Side or rear yard setback when adjacent to a non-residential zone	20 feet	22 feet (South) and 64 feet (East)
Side or rear yard setback when adjacent to a residential use or a residential zone	40 feet	79 feet (West) and 97 feet (North). The building nearest State Street is also 74 feet to the south of the Abbott's.
Street-side yard setback (corner lot) determined by type of adjacent street	Local street = 30 feet Collector street = 40 feet Arterial street = 40 feet	N/A

LCC 17.75.030(10): Occupancy Restrictions. The units are restricted to three (3) persons as the maximum number of occupants with a maximum unit size of three (3) bedrooms, with the following restrictions:

- a. In one (1) bedroom units, the maximum number of occupants shall be two (2) persons;
- b. The units are intended for, and to be occupied by, at least one person fifty five (55) years of age or older per unit with all occupants being at least 18 years of age;

i. A unit may be occupied by the surviving spouse of a household, regardless of age, if the fifty five (55) years of age or older qualifying person has passed away, provided the surviving spouse was a resident of the unit at the time of that qualifying person's death;

ii. Dependents of the deceased qualifying person may continue to reside in the unit if a surviving spouse of the qualifying person is remaining in the unit under the circumstances outlined in (8)(a)(i). Otherwise, dependents shall have a 90 day transition period during which they are able to remain in the unit following the qualifying person's death.

c. A deed restriction shall be recorded on the property indicating the occupancy restrictions in paragraphs 9 above.

Landscaping Standards



LCC 17.075.030 (5) Landscaping. (Unless called out differently, landscaping requirements shall be the same as those found in LCC 17.48.030, Landscaping within the general commercial zones.)

LCC 17.48.030

2. Interior parking lot landscaping 17.18.085: Interior landscaping must be provided at 40 square feet per stall with one tree per 10 stalls. *The required amount of interior landscaping and trees are provided.*

4. Landscaping Strip. Unless otherwise approved by the planning commission, a landscaped berm at least three feet (3') high and twenty feet (20') wide shall be planted with grass and maintained in a living, growing condition along all public street frontages. *The plans provide for the 20' of landscaping (grass) along State Street. However, the applicant requests to use the landscaped area as a drainage swale instead of the berm. The Planning Commission and city Council may approve of this modification.*

c. Trees shall be planted thirty feet (30') on center, centered ten feet (10') from the edges of the strip in all required landscaped and bermed areas. *The landscaping complies.*

7. Concrete curbing shall be provided between landscaped areas and off-street parking areas that are at least six inches (6") higher than the parking areas. *All landscaped areas are protected by raised (6") curbing.*

b. Open Space. A minimum of thirty percent (30%) of each project shall be maintained in permanent landscaped open space. *The landscaping areas equal 33%.*

Fencing Standards

LCC 17.75.030(6). Fencing. Seven foot (7') high, site obscuring fencing shall be installed along the perimeter of the property, regardless of whether it abuts existing residential or commercial properties or uses. The fence shall be constructed and maintained by the owner of the senior housing facility. Installation of fencing should not limit pedestrian access to vehicular access points. Such fencing will be constructed in a manner consistent with a residential character of the senior housing structure. The Planning Commission shall approve the style and design of any fencing before a conditional use permit is issued. Any exceptions to fence height, material, location and timing of installation shall be approved by the Planning Commission. A chain link fence with slats shall not be considered site obscuring for the purposes of this section.

The plans propose a 7' high masonry wall. (The wall is not proposed along State Street, and will end 25' from the drive entrance and crash gate exit for clear view purposes). The applicant requests that the wall not be required for a portion of the south property line adjacent to the Lee LA Enterprises building. The applicant desires to install a 3' high split rail or picket vinyl fence adjacent to the CMU block building. The intent is to beautify the adjacent building wall and grounds. The applicant wishes to discuss this request with the Planning Commission and City Council. (On the north side of the project, the required wall is shown on the plans where the applicant proposes a future north access point. The wall would not be removed until additional site plan approvals are given).

Architectural Standards

LCC 17.75.030(15): Architectural Design. The architectural design of a senior housing facility shall comply with architectural design guidelines as established in the underlying zone where the facility is proposed. Also, design should reflect the residential nature of the building use. *The underlying zone is the General Commercial (CG) zone. The CG zone requires architectural design to be consistent with the Lindon City Commercial Design Standards. It also requires attention to be given to all sides of the buildings. (LCC17.48.080)*

Building Materials and Color

Lindon Commercial Design Standards 5.2.4 and 5.3.1(4). Use of more durable materials is recommended. Stucco is generally a secondary material. Brick, Stone, or Colored Decorative Block should be utilized as the primary building material. (Primary generally means 85% or greater of the building). Cement Stucco, Wood, Architectural Metals, colored or decorative concrete, and cement board siding may be used as secondary (less than 40%) building materials, and on less visible facades. See Lindon City Codes 17.75.030(15) and 17.48.080. Fenestration can also be used to count toward the 85% of the recommended building materials. *“Other materials may be considered for use as a primary building material, based on review by the city.”*

Details to be provided by the applicant. Proposed elevations and materials shown below.



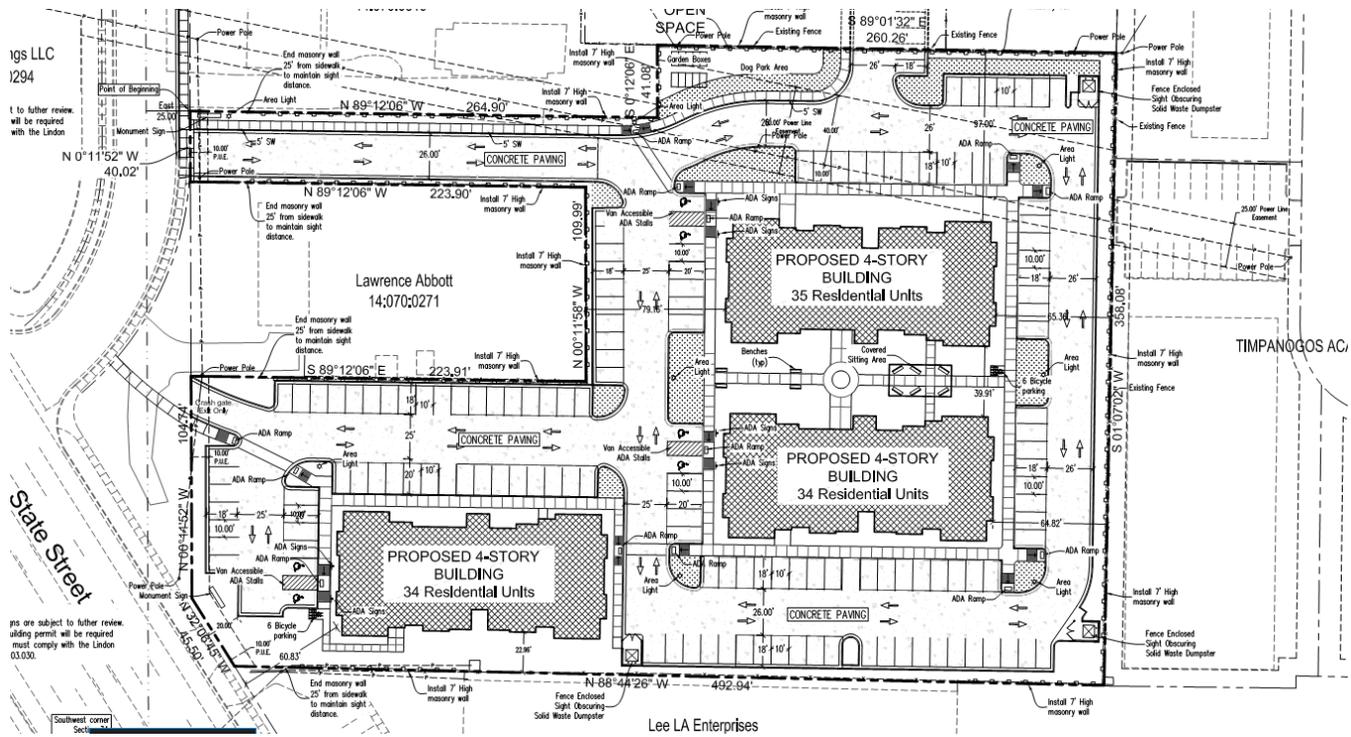
Lighting. All outside lighting shall be arranged and shielded as to prevent glare, nuisance, inconvenience or hazardous interference on adjoining streets or property. Street lights shall be installed on all public roads according to standards established in the Land Development Policies, Standard Specifications and Drawings manual. *The applicant is proposing wall lighting, parking lot area lights, and lighting under the covered parking. The lighting will be shielded and directional in order to comply.*

Special Provisions

Maintenance of Premises

LCC 17.75.040(3): All solid waste storage facilities shall be enclosed with a masonry wall and constructed as per adopted City standards. The minimum access width to a solid waste storage facility shall be fifteen (15) feet. *The site plans comply.*





ATTACHMENTS

1. Current Site Conditions (pictures)





7. Discussion Item — Boy Scout of America Chartering Request

(20 minutes)

The Utah National Parks Council of the Boy Scouts of America has been asking cities to participate in scouting as Charter Organizations for one or more scouting units within the City. This would require financial sponsorship, finding and approving leadership, and possibly providing meeting space. The BSA met with Mayor Acerson who wanted to discuss the request with the full Council prior to responding back to the BSA. The City Council will discuss and consider this issue. No motions will be made at this time but general feedback may be given.

With The Church of Jesus Christ of Latter-day Saints discontinuing its association with BSA the scouting organization is looking for other community and businesses to assuming responsibility as Charter Organizations to sponsor community scouting troops, be in charge of leadership and assist with meeting space.

Parks & Recreation Director, Heath Bateman, put together some data on how other cities are reacting to this request and whether or not they have agreed to participate as a Charter Organization. See attached materials.

Financially, the impact for sponsoring units entails current chartering fees of \$40 per unit per year, and individual youth and leader fees which are \$33 per individual per year. Outside of Utah most youth/leader fees and programing costs are fundraised by the unit. The BSA rep also said nationwide about 80% of charter organizations are religious institutions. A charter organization is ultimately responsible for finding and approving adult leadership. A charter organization does not need to provide meeting space, but certainly this is a need for future units if they are no longer able to meet in local chapels.

The District said they were hopeful that after separation from the Church occurs that they would have enough interest to form *at least* a full unit in each stake (cub pack, webelos, scout troop, venture). In concept that would be at least three full units in Lindon. BSA said the City could chose to sponsor one or more units if desired. They informed us that the following number of scouts and leaders are currently registered in Lindon:

Total number of youth members in Lindon: 1,099

Total number of adult leaders in Lindon: 534

Total number of packs in Lindon: 22

Total number of troops in Lindon: 22

From a staffing perspective there are concerns with taking this on as a city function. Demands on staffing assistance is unknown but could be significant, and there's real potential for non-paying scouting activities to overwhelm community center program space depending on how many units are formed.

Heath said several other parks & recreation directors also had concerns that this may open the door to other similar youth programs wanting/expecting city financial support and meeting space (Girl Scouts, Boys & Girls Club, YMCA, pageant programs, etc.).

No motion is needed, but direction and feedback on whether there's interest to explore this issue more is desired.

City	Contacted by BSA?	Would you/are you going to charter a Boy Scout Group?	If so, how would it be set up?	Other Comments
American Fork City	no	yes		
Brigham City	yes	yes	Local Boys and Girls Club hosts the troop and it works well	
Cedar City	no	no		Not interested
Cedar Hills	no	no	They work with them for their 50/20 walk each year	Insurance problems?
Clearfield City	no	no		
Cottonwood Heights	yes	no, they denied the request because they didn't believe they would be able to do the same for all troops in the area		No Discount for scout groups
Draper City	no	no		
Eagle Mountain City	no	not sure	They want to see what we do	
Herriman Parks & Rec	no	no	They want to see what we do	
Highland City	no	not sure		
Hurricane City	yes	They have 2 troops that meet at the building but the program is not through the city	They do not charge for the boy or girl scouts for meeting space	
Ivins City	no	no, because they have a non-denominational group in the area already	They would charge fees, background checks for volunteers	
Kaysville City	yes	no		
Lehi City	yes	They approached their mayor and he said yes, but they don't know what they are doing	They want us to let them know what we do and vice versa	
Logan City	no	no		
Murray City	no	no		
Nephi City	no	no		
Nibley City	yes	no		
Oquirrh District	no	no		
Park City	no	probably not		
Payson City	no	not sure		
Pleasant Grove City	no	no	They do offer merit badge classes, and would run it like a regular class with fees and registration paperwork	
Pleasant View City	no	no		
Provo City	no	probably not, but would be willing to hear them out		
Richfield City	no	no		
Riverton City	yes	no, they have been approached to use the community center at no charge but they declined		
Roy City	no	possibly	They want to see what we do	
Salem City	no	possibly	They want to see what we do	I guess it fits our over all goal to keep kids busy and active
Sandy City	no	no	They have offered lower costs for room rentals	
Saratoga Springs	no	no		
Smithfield City	no	no, but they might provide a place for them to meet		
Snyderville	no	not sure		
Spanish Fork City	no	probably not, because of the liability	They want to see what we do	
Springville City	no	no		
Syracuse City	no	no	They have approached the city for a room with no fees	
Tooele City	no	not sure		
Tooele County Parks & Rec	no	no	They want to see what we do	
Tremonton City	no	no		
Uintah District	no	no	But would try to make space for a group if needed	
West Valley City	no	no, they have already declined a girl scout group years ago		

**Utah National Parks
Council, Boy Scouts of
America**

Memo

To: Adam Cowie, Lindon City Administrator

From: Ryan Bertram, Director of Community Development

Date: November 6, 2018

Re: Lindon City Scouting Statistics

Lindon Stake

- Number of youth members: 358
- Number of adult leaders: 188
- Number of packs: 7
- Number of troops: 7

Lindon Central Stake

- Number of youth members: 338
- Number of adult leaders: 172
- Number of packs: 7
- Number of troops: 7

Lindon West Stake

- Number of youth: 403
- Number of adult leaders: 174
- Number of packs: 8
- Number of troops: 8

Total number of youth members in Lindon: **1099**

Total number of adult leaders in Lindon: **534**

Total number of packs in Lindon: **22**

Total number of troops in Lindon: **22**

Community Impact

In 2018, Lindon-area Scouts collected 5500lbs of food during Scouting for Food (a council-wide food drive to help fight hunger in Utah County).

Lindon-area Eagle Scouts performed 9,160 hours of community service in 2017.



Transition Timeline

September 2018 – May 2019

- This is largely a preparatory period to find Scouting Ambassadors and chartered partners to help us through the transition
- Collect contact information and commitments from individuals interested in volunteering in the future; hold fireside chats to educate them on our timeline and best practices
- Educate all community families that Scouting will continue to be a viable and helpful resource in every community through 2020 and beyond
- Begin immediately to find new chartered partners to complete the chartering process in July 2019
- Document new sponsors and leaders and prepare the new unit application

May 2019

- Find enough adults and youth to complete the registration process for each new unit:
 - Minimum of six leaders and five youth
- *Note: Youth and leaders in units sponsored by the Church should continue participating in their ward unit through 2019.

June – August 2019

- Continue to line up new chartered partners and unit volunteers
- Create new units, which will include registering leaders and youth in the system, though in most cases the units, leaders and Scouts will not start actively meeting until January 1, 2020. Each registered person will be informed that meetings will not begin until the future start date
- Participate in the Council-sponsored Friends of Scouting campaign

August – December 2019

- Conduct Council-sponsored Friends of Scouting campaign
- Communicate to youth and adults in The Church of Jesus Christ of Latter-day Saints which new/existing units will be available for them once their ward units dissolve

January 2020

- New packs, troops, and crews begin meeting and continue fundraising

Remember, your efforts will make a tremendous difference for our youth.





Scouting Ambassador

Scouting Ambassadors should be active in their local communities, know business and community leaders, and have a passion and the means to help Scouting move forward.

Principal Responsibilities

- With district leaders, identify and reach out to:
 - Adults (future Scouting leadership - unit, district, or council level)
 - Potential chartered partners (businesses, civic organizations, private schools, etc.)
 - Scouting families, parents, and youth (May 2019 - August 2019)
- Be an advocate for Scouting:
 - Be a resource - know where to find the answers
 - Answer questions - use sources from The Church of Jesus Christ of Latter-day Saints and BSA
 - Communicate - reach out and educate those around you
- With district leaders, help connect chartered partners, adult volunteers, and youth for units to be chartered in June 2019 and fully active in 2020
- Regularly coordinate with District Scouting Ambassador

Desired Outcomes

- A list of potential chartered partners, adult leaders, and Scouting families
- One to two chartered partners in each area identified and committed to sponsoring Scouting
- One Cub pack and Scout troop per chartered partner
- One Venturing crew or Exploring post per three Scout troops
- Beginning May 2019, invite every family with youth to participate in community units
- Assist in unit and council fundraising drives in 2019

Transition Timeline

September 2018 - December 2019

- Identify and create lists of potential chartered partners and adult volunteers
- Approach potential chartered partners to sponsor Scouting units

May 2019

- Commit interested adults to becoming unit Scout leaders
- Help onboard and train new adult Scout leaders
- In late spring, communicate with Scouting families (parents and youth) about future options

May 2019 - September 2019

- Charter new units and dual-register youth and adults in Scout units according to local needs
- Help interested volunteers and Scouting families find new Scout units for the 2020 transition
- Help new units establish goals, annual program plans, and fundraising events

**For a more detailed timeline, see reverse.*



BOY SCOUTS OF AMERICA®
UTAH NATIONAL PARKS COUNCIL™

Frequently Asked Questions about the Future of Scouting in the Utah National Parks Council

Q: Will Scouting be available in Utah after 2019?

A: Yes. The Utah National Parks Council will continue to provide BSA training, program, camp facilities, and resources to all chartered organizations who want to participate. The Council invites and encourages all those interested in staying involved in Scouting to do so.

Q: If I am interested in staying involved in Scouting beyond 2019, where can I go for answers to my questions?

A: For general information, go to www.utahscouts.org. For more specific questions, email help@utahscouts.org or talk to your local district representative.

Q: What if my son doesn't finish his Eagle requirements by December 31, 2019?

A: We will ensure that everyone who wants to achieve the rank of Eagle Scout has the opportunity to do so. Those in LDS units who have not finished by the end of 2019 will be able to join nearby community units to continue progressing.

Q: Is the LDS Church okay with members joining community Scout troops after 2019?

A: At the BSA National annual meeting in May, 2018, Elder Holland expressed a hope that many LDS youth will continue to be involved in Scouting outside of the Church sponsorship. Scouting will continue the tradition of developing strong leaders and will be complementary to the new Church program. Families who choose to do both will be richly rewarded by the combination.

Q: What will happen to council camps after the Church stops sponsoring Scouting units?

A: Utah National Parks Council camps are among the best, safest places in Utah for groups to learn outdoor skills, have fun, and practice leadership skills. They will continue to serve all active chartered organizations. Camps also serve non-Scouting groups and their outdoor recreation needs both now and in the future.

Q: Where can I go camping with my youth group in the future?

A: Council camps have been and will continue to be available for non-Scouting stake and ward activities and to complement the new youth program. Council camps are ideal locations for youth conference, girls camp, Aaronic Priesthood encampments, fathers and sons, leadership training, etc.

Q: Do LDS units need to recharter in 2018?

A: The Church and National BSA will extend all LDS charters to the end of 2019, so wards and stakes will not need to go through the recharter process. However, wards will still need to register all new 8-year-olds, move-ins and newly-called adult leaders through the end of 2019.

Q: Do I still have to worry about Youth Protection Training and leader-specific training?

A: The [Church FAQ](#) says "All adult leaders should continue to receive Youth Protection and other required training for their position." These training programs will help leaders serve youth more effectively.

Q: Can I still participate in BSA youth protection and leadership training (like NYLT and Wood Badge) after the Church stops sponsoring units?

A: BSA training programs are available for all who want to increase their leadership capacity and better serve youth. We have helped stakes and other groups host NYLT and Wood Badge courses for their youth and adult leaders, and have received numerous reports of the positive difference these courses make in their youth programs.

Q: What does the change mean for insurance and liability coverage in my youth program?

A: The BSA will continue to provide primary liability insurance for all registered youth and adults. All LDS units are covered by this policy until the end of 2019. After this date, LDS youth programs will fall under the Church's liability program (see safety.lds.org).

Q: Will all packs and troops be coed after 2019?

A: No. The new Family Scouting options do not change the single-gender nature of BSA programs. They do allow for all-girl dens and all-girl troops. Chartered partners can choose whether they want to sponsor single-gender packs, one pack with boy dens and girl dens, an all-boy troop, or an all-girl troop. Parents and youth will be able to find units that meet their needs.

Q: As the Church is leaving soon, what should I focus on with my pack or troop? Do we need to worry about advancement or Friends of Scouting?

A: According to the [Church statement](#) announcing the December 31, 2019 separation, "Until that date, to allow for an orderly transition, the intention of the Church is to remain a fully engaged partner in Scouting for boys and young men ages 8-13 and encourages all youth, families, and leaders to continue their active participation and financial support." The Council will continue to provide support and resources for all LDS units to have a high-quality Scouting program that helps their youth grow.

Do you have other questions? Contact help@utahscouts.org.
For more information, see utahscouts.org and childrenandyouth.lds.org.

THE ANNUAL UNIT CHARTER AGREEMENT BETWEEN:

_____ and the _____ Council, BSA
Chartered Organization Local Council

Pack No. _____ Troop No. _____ Team No. _____ Crew No. _____ Ship No. _____

(Please identify those units chartered by the Chartered Organization.)

The purpose of the Boy Scouts of America (BSA) program is to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values and principles taught in the Scout Oath and Scout Law.

The Chartered Organization, as a duly constituted organization that serves youth, desires to use the program(s) of the BSA to further its mission respecting the youth it supports. The Local Council provides the support and service necessary to help the Chartered Organization succeed in its use of Scouting.

The Chartered Organization agrees to:

- Use Scouting to further the Chartered Organization's aims and values for youth.
- Chartered organizations must utilize the Scouting program to accomplish specific objectives related to one or more of the following:
 - o Youth character development
 - o Career skill development
 - o Community service
 - o Patriotism and military and veteran recognition
 - o Faith-based youth ministry
- Conduct the Scouting program consistent with BSA rules, regulations, and policies. They may be found on the My Scouting website and at the following location: www.scouting.org/Membership/Charter_Orgs/resources.aspx.
- Chartered organizations must not use the Scouting program to pursue any objectives related to political or social advocacy, including partisan politics, support or opposition to government action or controversial legal, political, or social issues or causes.
- Be represented in the Local Council and the local Scouting district by a Chartered Organization Representative (COR), who will be appointed by the Chartered Organization. The COR will be the point of contact between the Chartered Organization and the Local Council; will serve as a voting member of district and council committees on which the COR serves; and will, with the Chartered Organization, select and approve volunteer leaders for submission to the Local Council for its consideration. The COR will work with the unit committees sponsored by the Chartered Organization.
- Support unit committee(s) made up of at least three persons for each unit.

- Assure that adults selected as unit leaders are suitable by, at a minimum, having the appropriate leaders of the Chartered Organization review and sign each application.
- Ensure appropriate facilities for the unit for its regular meetings to facilitate the aims of the Chartered Organization and Scouting.
- Encourage adult leaders to receive additional applicable training made available by the council.

The Local Council agrees to:

- Respect the aims and objectives of the Chartered Organization and assist the Chartered Organization by making available Scouting resources.
- Make available to the Chartered Organization and its units and members program training, program resources, and other Scouting support services.
- Make available training and support for the Chartered Organization and for the COR, the primary link between the Chartered Organization, the Local Council, and the BSA. Track and require all unit leaders to attend BSA Youth Protection Training.
- Conduct criminal background checks on adult leaders approved by the Chartered Organization.
- Provide camping opportunities, administrative support, and professional staff to assist the Chartered Organization in developing a successful Scouting program.
- Provide primary general liability insurance to cover the Chartered Organization, its board, officers, COR, employees, and Scouting members and volunteers for authorized Scouting activities. Indemnify the Chartered Organization in accordance with the resolutions and policies of the National Executive Board of the Boy Scouts of America.

Signed _____ Title _____ Date _____
For the chartered organization

Signed _____ Title _____ Date _____
For the BSA local council

Signed _____ Title _____ Date _____
Chartered Organization Representative



Annual Meeting with Chartered Organization

The annual meeting between the executive officer of a chartered organization and the district professional, or in appropriate cases his or her designee, should be scheduled at least 90 days prior to the renewal date of the unit's charter. If problems in renewing the unit's charter are anticipated or there is significant corrective action needed, the discussion should be held early enough to allow time to take positive corrective action before the renewal deadline.

The meeting must be a face-to-face discussion, as the concept of working together is central to mutual long-term success. Be prepared by reviewing Scouting: It Works for Your Youth. The video can be downloaded from www.scouting.org/Membership/Charter_Orgs.aspx.

1. Chartered organizations must use the Scouting program to accomplish their objectives in a manner consistent with the Bylaws, Rules and Regulations, Guidelines, Policies and other publications available on the BSA National website located at www.scouting.org/membership/charter_orgs/resources.aspx.
 - o The Charter and Bylaws of the Boy Scouts of America
 - o The Mission of the Boy Scouts of America
 - o The Rules and Regulations of the Boy Scouts of America
 - o The Scout Oath and the Scout Law, including Duty to God
 - o BSA youth protection policies and guidelines, including mandatory reporting
 - o The Guide to Safe Scouting:
 - o The Sweet Sixteen of BSA Safety
 - o Scouter Code of Conduct
 - o Chartered Organization Agreement

2. Chartered organizations must not use their chartered organization affiliation or the Scouting brand as a means to imply Scouting's endorsement of the objectives of their organization except with respect to youth development consistent with the goals and objectives of the Scouting program.

3. Chartered organizations must not use the Scouting program to obtain financial support or assistance except as authorized for the chartered unit.

All new organizations applying for a charter must have an approved code issued by the National Council. As a private organization, the Boy Scouts of America is the sole arbiter of whether it will issue a charter to any organization. The Boy Scouts of America may deny a charter for any reason or revoke a previously issued charter failure to abide by these guidelines.

See other side for charter agreement.

8. Action Item — 2018 Benefit and Compensation Study; Resolution #2018-22-18 (20 minutes)

The City Council will review and consider Resolution #2018-22-R adopting the 2018 Benefit and Compensation Study evaluating fiscal year 2017-18 employee wages and benefits. This study is completed periodically to ensure that wages and benefits remain competitive with market conditions, and that employees are fairly compensated in comparison to their counterparts in other similar jurisdictions, and that city resources for wages and benefits are used prudently.

See attached 2018 Benefit and Compensation Study. Findings from this study show that annual inflationary Cost of Living Allowance (COLA) increases have kept salary ranges within comparable limits of other similar positions in other jurisdictions. Although there's a few positions that we need to keep an eye on and reevaluate next year, no changes to current employee salary ranges are recommended at this time. Had COLA increases not occurred over the last several years we believe many positions would be significantly lagging market pay ranges for similar jobs.

After concluding our study there are two benefit policy changes that are recommended which include the amount of vacation time accrued in the first year for new hires and the sick leave buy-back policy. We do not anticipate any financial increase or significant impact on the city from these recommended changes.

- *Sick leave buy-back* – Many cities offer a sick leave buy-back opportunity to incentivize accruing larger amounts of sick leave to hedge against significant illnesses and to hopefully discourage regular use of sick leave (see City Sick Leave Buy-back comparison chart in Appendix). We recommend removing the words “unused” in the policy section below found in the *Lindon City Policies and Procedures Manual, Section 6.8.7 ‘Sick Leave Buy-back’*, which will allow employees to use sick leave in legitimate times of need and still be able to fully participate in the buy-back program without losing ability to sell back their full allowance of earned sick leave from that prior year of work.

In an effort to provide financial protection for employees who experience serious illness or injury, employees are encouraged to accumulate 480 hours (5 years @96 hours per year) of paid sick leave. Employees with more than 480 hours 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 @96 hours per year) 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.

The sell back provision is strictly voluntary. An employee may decide to continue accumulating paid sick leave as a hedge against long term illness.

- *Vacation leave* – We found that offered vacation leave for new employees should be changed from one week of vacation provided during the first year of employment to two weeks of vacation provided during the first year of employment. Nearly all cities surveyed offer two-weeks during the first year of service and Lindon's limitation to one-week vacation has caused some concern among those looking to start with the City as new hires (see City Leave Amount comparison in Appendix).

Sample Motion: I move to (approve, deny) Resolution 2018-22-R adopting the 2018 Benefit and Compensation Study with recommended changes.

RESOLUTION NO. 2018-22-R

A RESOLUTION OF THE CITY COUNCIL OF LINDON CITY, UTAH COUNTY, UTAH, ADOPTING THE 2018 BENEFIT AND COMPENSATION STUDY AND ITS ASSOCIATED RECOMMENDATIONS, AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the Municipal Council of Lindon City desires that Lindon City employee benefits and compensation are evaluated every few years to ensure that wages and benefits remain competitive with market conditions in order to both attract and retain good employees; and

WHEREAS, Lindon City desires that employees are fairly compensated in comparison to their counterparts in similar positons in other jurisdictions; and

WHEREAS, Lindon City desires that city resources for employee wages and benefits are used prudently and managed in a sustainable fashion; and

WHEREAS, Lindon City completed a comprehensive employee benefit and compensation study in late 2014 which was adopted by the City Council on January 6, 2015; and

WHEREAS, Lindon City administration prepared an updated study comparing employee benefits and compensation to other public and private entities using fiscal year 2017-18 benefits and compensation rates, with the report completed with recommendations in November 2018; and

WHEREAS, the recommended changes in the November 2018 study have no significant financial impact on the City and should be implemented.

NOW, THEREFORE, BE IT RESOLVED by the City Council of Lindon City, Utah County, State of Utah, as follows:

SECTION I. The 2018 Lindon City Benefit and Compensation Study is adopted with recommended changes as shown on the attached 'Exhibit A'.

SECTION II. This resolution shall take effect immediately upon passage.

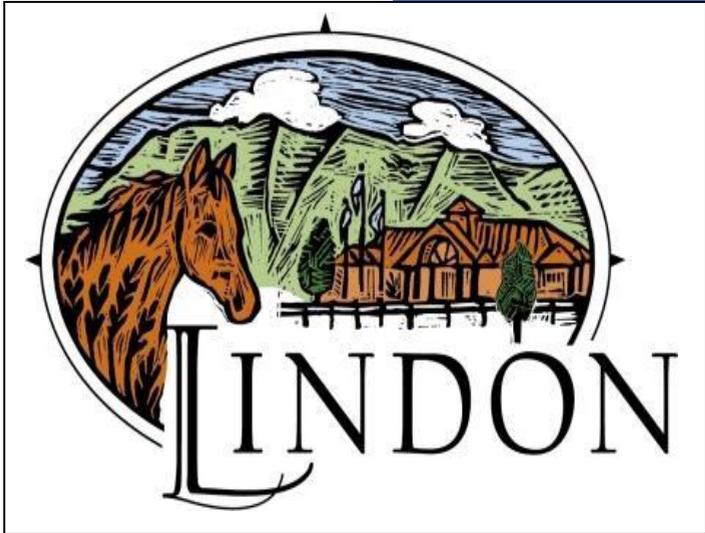
PASSED AND ADOPTED by the Lindon City Council on this 20th day of November, 2018.

Jeff Acerson, Mayor

ATTEST:

Kathryn A. Moosman, City Recorder

SEAL:



Lindon City Benefit & Compensation Study

November 2018

Comparison of Fiscal Year 2017-2018 Wages & Benefits

Prepared By:

Kade Brewer, Management Intern

Adam Cowie, City Administrator

Benefit and Compensation Study FY 2017-18

Introduction and Summary Findings

Lindon City conducts a compensation and benefits analysis every few 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 2014, Lindon City conducted an in-depth comparison of salaries and benefits that resulted in important insights. Some portions of the benefit package at that time were found to need adjustments to maintain sustainability of future expenditures by the City. Modifications to some specific wage ranges and several changes to total benefit packages were made at that time. In FY2017-2018 Lindon conducted a similar study with findings incorporated into this report to ensure the wages and benefits the city offers are comparable to what other cities in Utah are offering.

This 2018 study shows that Lindon City total compensation has remained competitive within the local government jobs market but is not leading the market. No significant changes in benefits, wages or salary ranges were found necessary at this time except a recommendation to increase vacation time earned within the first year of employment from 1-week to 2-weeks and to update the Sick Leave Buy-back policy.

Past merit increases and Cost of Living Allowance (COLA) increases have kept Lindon City compensation within the margins established to be considered comparable to compensation ranges of other cities within our market area. Had the annual merit and COLA increase not occurred we believe Lindon would be lagging the market and be faced with needed compensation adjustments on many positions.

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 the information. The wage data collected for this study reflects data updated by participating cities in either 2017 or 2018. Benefit comparison data from the cities was from 2018.

Comparison groups for each position were primarily taken from Utah County cities, less Provo and Orem when other comparable cities of lesser size were available. Bluffdale and Herriman were the only cities outside of Utah County that were also used as primary comparisons. Many secondary cities were added to a position's comparison pool if did not meet a four-city minimum comparison from primary cities. The list of comparison cities are as follows with secondary cities designated with asterisk:

Pleasant Grove	Payson	American Fork
Eagle Mountain	Cedar Hills	Spanish Fork
Saratoga Springs	Santaquin	Bluffdale
Springville	Mapleton	Herriman
*Washington Terrace	*Provo	*Orem
*Lehi	*Murray	*Ogden
*Layton	*Woods Cross	*Farmington
*Park City	*South Jordan	*North Logan
*Brigham City	*Draper	*Bountiful
*Cottonwood Heights	*Sandv	*West Point
*Clinton	*Midvale	*Salem City

(NOTE: In certain seasonal positions where very little data was available, additional secondary cities were used as needed.)

At least four comparable cities were used for wage comparisons for each position. In the case that there were not enough cities reporting for a particular position, secondary cities were used to ensure at least four cities were analyzed for each position's comparison pool. For some seasonal and part-time positions, data from all reporting cities within the State of Utah, 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 based 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. Additional benefit comparison resources from NFP were also used to supplement comparison findings, including their 2018 Utah Employee Benefit Study with over 300 businesses responding who are primarily located along the Wasatch Front. Approximately 57 of the respondents were government sector entities.

Wage Study Results & Recommendations

The table on the following page 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.

Summary of Salaries Comparison:

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
Mayor	PT				\$ 1,316.93	\$ 1,023.03	-28.73%	
City Council	PT				\$ 592.15	\$ 601.79	1.60%	
Utility Billing	FT	\$38,286	\$39,499	3.07%	\$37,209	\$44,533	16.45%	14.03%
Administrative Professional	FT	\$44,950	\$46,426	3.18%	\$46,919	\$41,392	-13.35%	-8.60%
Administrative Secretary	FT	\$41,939	\$46,426	9.67%	\$43,885	\$41,392	-6.02%	-1.32%
Associate Planner	FT	\$55,805	\$54,558	-2.29%	\$57,270	\$56,056	-2.17%	0.45%
Building Inspector/Code Enforcement	FT	\$52,780	\$54,558	3.26%	\$53,980	\$64,293	16.04%	17.91%
Chief Building Official	FT	\$71,536	\$67,704	-5.66%	\$75,821	\$90,418	16.14%	20.88%
City Administrator	FT	\$121,386	\$116,022	-4.62%	\$121,852	\$126,090	3.36%	3.73%
Clerk I	PT	\$16.32	\$16.16	-0.97%	\$11.88	\$14.42	17.59%	-13.16%
Clerk II	FT	\$39,925	\$37,419	-6.70%	\$42,445	\$33,405	-27.06%	-19.52%
Court Clerk	FT	\$47,469	\$43,982	-7.93%	\$50,493	\$45,302	-11.46%	-4.78%
Crossing Guard	PT	\$10.47	\$11.09	5.57%	\$10.27	\$9.78	-5.04%	-7.08%
Public Works Director	FT	\$97,328	\$93,538	-4.05%	\$99,906	\$108,451	7.88%	10.26%
Equipment Operator	FT	\$39,931	\$43,982	9.21%	\$38,200	\$52,728	27.55%	24.27%
Facilities & Fleet Manger	FT	\$66,727	\$51,709	-29.04%	\$54,817	\$43,659	-25.56%	-52.84%
Finance Director	FT	\$88,718	\$88,618	-0.11%	\$96,774	\$95,347	-1.50%	6.95%
Parks & Rec Director	FT	\$79,032	\$83,990	5.90%	\$79,309	\$86,507	8.32%	8.64%
Parks Maintenance Technician	FT	\$41,634	\$43,982	5.34%	\$44,870	\$46,675	3.87%	10.80%
Parks Superintendent	FT	\$50,510	\$54,558	7.42%	\$51,957	\$60,549	14.19%	16.58%
Patrol Officer	FT	\$54,015	\$54,558	1.00%	\$54,994	\$62,264	11.68%	13.25%
Planning & Economic Director	FT	\$87,650	\$88,618	1.09%	\$86,572	\$91,291	5.17%	3.99%
Police Chief	FT	\$101,535	\$93,538	-8.55%	\$106,933	\$93,517	-14.35%	-8.57%
Police Secretary	FT	\$39,809	\$37,419	-6.39%	\$43,052	\$33,405	-28.88%	-19.17%
Police Sergeant	FT	\$64,308	\$67,704	5.02%	\$62,227	\$81,203	23.37%	20.81%
Pool Manager	PT	\$18.70	\$13.51	-38.47%	\$15.12	\$13.51	-11.95%	-38.42%
Program Coordinator FT	FT	\$43,321	\$43,336	0.03%	\$40,675	\$43,336	6.14%	0.03%
Program Coordinator PT	PT	\$17.69	\$20.83	15.06%	\$17.27	\$20.84	17.13%	15.10%
Public Works Inspector	FT	\$55,472	\$54,558	-1.67%	\$57,499	\$48,672	-18.14%	-13.97%
Receptionist	PT	\$13.58	\$11.09	-22.42%	\$13.22	\$10.16	-30.10%	-33.63%
Recorder	FT	\$66,759	\$67,704	1.40%	\$67,244	\$63,731	-5.51%	-4.75%
Recreation Supervisor	FT	\$45,787	\$49,015	6.59%	\$44,193	\$49,005	9.82%	6.57%
Seasonal Help	PT	\$11.35	\$14.06	19.28%	\$11.35	\$11.26	-0.80%	-0.80%
Storm Water Superintendent	FT	\$52,560	\$57,595	8.74%	\$51,689	\$64,126	19.39%	18.04%
Storm/Waste Maintenance Technician	FT	\$46,169	\$43,982	-4.97%	\$47,546	\$40,924	-16.18%	-12.82%
Streets Superintendent	FT	\$69,466	\$64,136	-8.31%	\$75,252	\$75,005	-0.33%	7.39%
Treasurer	FT	\$60,692	\$64,136	5.37%	\$61,492	\$69,098	11.01%	12.17%
Waste Water Superintendent	FT	\$66,420	\$64,136	-3.56%	\$72,688	\$75,213	3.36%	11.69%
Water Superintendent	FT	\$67,781	\$64,137	-5.68%	\$68,810	\$64,147	-7.27%	-5.67%
Water System Maintenance Technician	FT	\$48,753	\$43,982	-10.85%	\$49,904	\$40,924	-21.94%	-19.13%
Lifeguard (Starting wage only)	PT	\$0	\$0	0.00%	\$8.70	\$7.87	-10.55%	0.00%

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
Facilities and Fleet Manger	FT	\$66,727	\$51,709	-29.04%
Pool Manager	PT	\$18.70	\$13.51	-38.47%
Program Coordinator PT	PT	\$17.69	\$20.83	15.06%
Receptionist	PT	\$13.58	\$11.09	-22.42%
Seasonal Help	PT	\$11.35	\$14.06	19.28%
Water Sys Maint Tech	FT	\$48,753	\$43,982	-10.85%

Facilities and Fleet Manager

The Facilities and Fleet Manger is a newer position to Lindon created in late 2017. This study revealed that while some responsibilities in the Lindon position are similar to Facility & Fleet Manager job duties of other cities, there are some key responsibilities that are dissimilar. These differences help explain the range median percent difference.

First, most cities we were able to compare this position with were supervisory positions. Comparable jobs in these other cities were often responsible for managing and supervising other employees, while in Lindon the Facilities & Fleet manager is not a supervisor. Second, all other cities in this comparison group have a larger population than Lindon and an assumed larger number of facilities and/or a larger vehicle fleet to maintain than Lindon. Accordingly, the work load and duties in Lindon is expected to be less than that of these other cities with a similar job title.

Since this is a newer position additional research will be done to ensure Lindon is on target with the pay range for its specific Facilities and Fleet Manger according to job functions and duties expected of this positon. Given the differences in supervisory responsibilities and assumed smaller workload of the comparison cities, no change in salary range is

recommended at this time. We believe the current Pay Range 16 adequately compensates for the responsibilities and workload anticipated for the Lindon City position.

Pool Manger

This position has a large percentage difference in range median due to having to compare Lindon's seasonal position to many full time, year round positions. Due to many cities having indoor recreation facilities and full year programs there simply wasn't enough information available on Comp-Survey.com to compare Lindon's seasonal pool manger position to other seasonal positions. Lindon has evaluated similar job postings from other cities and we believe at this time that the range is appropriate for the seasonal nature of this position.

Another reason for the range median difference is that Lindon's pool manger is managing just an outdoor pool, while many of the cities used in this comparison have FT Pool Managers that are managing an entire indoor recreation center. After analyzing these differences no changes to the pay range recommended at this time. The Administration and Parks department will carefully monitor this position's compensation to determine if changes are needed in the future.

NOTE: Lindon City is currently paying the PT Pool Manager at the max level within the salary range in order to keep this position more competitive in the market and help retain experienced employees.

Program Coordinator PT

While Lindon's range shows greater than the 10% spread for this position, it is not recommended that any changes be made to the PT Program Coordinator's range this year. The data from other cities used in comparison for this position was limited with only two similar positions from Utah County. More secondary than primary cities had to be used. This position is highly utilized at Lindon City's recreation department to assist with a large number of recreation and community activities. We feel the current wage range is appropriate at this time. In future studies more research will need to be conducted to ensure that Lindon stays comparable in relation to primary cities for this position.

Receptionist

In this study, the Receptionist position is actually the *Community Center Front Desk* Receptionist. This position is entry level and has limited, basic receptionist responsibilities. Few cities had job descriptions included in Comp-Survey.com that matched Lindon's job description. This position therefore had to be compared to other receptionist/secretary positions that our primary and secondary cities listed. Most positions used in this comparison appear to have a higher level of responsibility listed in the job duties, including supervisory roles, which Lindon's community center front desk receptionist position does not have. Further research will be done, but it is not recommended that any changes be made at this time.

Seasonal Help

The seasonal help position is focused on Public Works and Parks department seasonal laborers for this study. Most cities have not uploaded any information on Comp-Survey.com that can be used for this position. The information used for this position was gathered by telephone and on different cities' websites. Most of the information found was simply starting wages for seasonal help in various cities. The range for each city was an estimation Lindon made for this study, but not the official range posted by the other cities. More research will be conducted but it is not recommended that any changes be made at this time.

Water System Maintenance Technician

Many secondary cities had to be used for this position during this study. The difference in range mid-point of the cities used in this comparison had nearly \$16,000 spread giving limited confidence that the available comparisons have similar job duties between these cities. In evaluating recent local job openings for similar positions in Utah County cities it appears Lindon is adequately compensating for this position and able to attract applicants when we've had vacancies. It is therefore not recommended that any changes be made at this time. The position range will be carefully evaluated in the future.

The following chart shows Lindon City's pay ranges for **FY2017-2018** and was used to calculate the range for each Lindon job position:

Range	Step 1	Step 2	Step 3	Step 4	Step 5
A	7.25	7.55	7.87	8.20	8.55

Range	Step 1	Step 2	Step 3	Step 4	Mid	High	Range
1	8.88	9.38	9.89	10.43	11.08	13.30	1
2	9.38	9.89	10.43	11.01	11.69	14.03	2
3	9.89	10.43	11.01	11.62	12.35	14.80	3
4	10.43	11.01	11.62	12.26	13.03	15.63	4
5	11.01	11.62	12.26	12.94	13.75	16.48	5
6	11.62	12.26	12.94	13.65	14.51	17.41	6
7	12.26	12.94	13.65	14.41	15.32	18.37	7
8	12.94	13.65	14.41	15.20	16.16	19.39	8
9	13.65	14.41	15.20	16.06	17.04	20.44	9
10	14.41	15.20	16.06	16.94	17.99	21.57	10
11	15.20	16.06	16.94	17.87	18.99	22.78	11
12	16.06	16.94	17.87	18.88	20.05	24.05	12
13	16.94	17.87	18.88	19.90	21.15	25.35	13
14	17.87	18.88	19.90	20.99	22.33	26.77	14
15	18.88	19.90	20.99	22.18	23.56	28.25	15
16	19.90	20.99	22.18	23.40	24.86	29.82	16
17	20.99	22.18	23.40	24.68	26.24	31.47	17
18	22.18	23.40	24.68	26.06	27.69	33.20	18
19	23.40	24.68	26.06	27.50	29.22	35.05	19
20	24.68	26.06	27.50	29.03	30.84	36.99	20
21	26.06	27.50	29.03	30.64	32.55	39.04	21
22	27.50	29.03	30.64	32.34	34.35	41.19	22
23	29.03	30.64	32.34	34.11	36.26	43.47	23
24	30.64	32.34	34.11	36.01	38.26	45.89	24
25	32.34	34.11	36.01	38.00	40.38	48.42	25
26	34.11	36.01	38.00	40.10	42.61	51.10	26
27	36.01	38.00	40.10	42.31	44.96	53.93	27
28	38.00	40.10	42.31	44.67	47.45	56.91	28
29	40.10	42.31	44.67	47.13	50.08	60.06	29
30	42.31	44.67	47.13	49.75	52.86	63.40	30
31	44.67	47.13	49.75	52.50	55.77	66.89	31
32	47.13	49.75	52.50	55.40	58.86	70.60	32
33	49.75	52.50	55.40	58.45	62.13	74.51	33
34	52.50	55.40	58.45	61.71	65.56	78.63	34
35	55.40	58.45	61.71	65.11	69.18	82.98	35

Benefit Comparison Results

The following is a summary of the benefit comparison evaluated between 11 other primary cities and Lindon's FY2017-18 benefit offerings. These are the same cities that were compared in the 2014 study. The proposed changes to the current employee benefit package are based upon our 2018 comparison findings and additional data obtained within the NFP 2018 Utah Benefits Study. NFP's 2018 Utah Employee Benefit Study had over 300 businesses responding who are primarily located along the Wasatch Front. Approximately 57 of the respondents were government sector entities (see NFP study in Appendix).

- General benefit categories which were reviewed:
 - Retirement plans offered (URS pension, 401k contributions and 401k match, Social Security)
 - Health Insurance plans offered (Traditional or HDHP HSA, Percentage of premium coverage and required employee premium participation, incentives for not taking insurance)
 - Dental, Vision (Eye), and other supplemental insurance options (life, disability, etc)
 - Paid time off (vacation, sick leave, holidays)

In general Lindon City benefits appear to be very comparable to the 11 other primary cities that were evaluated. Lindon appears to be within the top 20% of employers in both the primary city comparison and NFP study in regards to employee participation of health insurance premiums (premiums are 100% paid by the City). This generous offerings by the City have helped retain and attract employees and remains a significant aspect of total employee compensation that is growing rarer among similar employers.

Benefit Recommendations

No changes to retirement, insurance, or supplemental benefit offerings are recommend. However, we do recommend two smaller changes that we feel will be of value to employees:

- Sick leave buy-back – Many cities offer a sick leave buy-back opportunity to incentivize accruing larger amounts of sick leave to hedge against significant illnesses and to hopefully discourage regular use of sick leave (see City Sick Leave Buy-back comparison chart in Appendix). We recommend removing the words “unused” in the policy section below found in the *Lindon City Policies and Procedures Manual, Section 6.8.7 'Sick Leave Buy-back'*,

which will allow employees to use sick leave in legitimate times of need and still be able to fully participate in the buy-back program without losing ability to sell back their full allowance of earned sick leave from that prior year of work.

In an effort to provide financial protection for employees who experience serious illness or injury, employees are encouraged to accumulate 480 hours (5 years @96 hours per year) of paid sick leave. Employees with more than 480 hours 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 @96 hours per year) 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.

The sell back provision is strictly voluntary. An employee may decide to continue accumulating paid sick leave as a hedge against long term illness.

- Vacation leave – We found that offered vacation leave for new employees should be changed from 1-week of vacation provided during the first year of employment to 2-weeks of vacation provided during the first year of employment. Nearly all cities surveyed offer two-weeks during the first year of service and Lindon’s limitation to one-week vacation has caused some concern among those looking to start with the City as new hires (see City Leave Amount comparison in Appendix).

Conclusion

Lindon City conducts a compensation and benefits analysis every few 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 an unreasonable burden upon the financial obligations of the City. These evaluations are part of Lindon City's desire to remain prudent but competitive in the job market.

A few positions have wage ranges that are 8% or more below market midpoint for similar positions and should be carefully evaluated in the future to determine if adjustments are needed in the ranges. Positions to consider for further evaluation before the next comprehensive salary study is completed consist of the following:

- Police Chief, Facilities & Fleet Manager, Pool Manager, Receptionist (Community Center front desk), Streets Superintendent, and Water System Maintenance Tech.

The overall results of this year's study show that Lindon is generally keeping its salaries and benefits both comparable and competitive in the local Utah County job market. Past inflationary increases in wages (cost of living allowances or COLA's) have kept salary ranges within comparable market levels. Future consideration of COLA's are recommended to stay current with competitive markets in a growing economy.

Appendix

- **Benefit comparison findings**
- **City Leave comparison chart (vacation, sick, holidays, PTO)**
- **Sick Leave Buy-back comparison chart**
- **Lindon City Compensation Study – job-specific salary comparison data**
- **NFP 2018 Utah Employee Benefit Study**

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	City's Health Insurance Premium Coverage Percent	Employee Health Insurance Contribution Percentage	Are there any incentives to incentivize not taking insurance?
Lehi	Non-Contributory	Mostly Tier 1 - 18.47%	Yes. Through URS only.	No	0%	Traditional HDHP with HSA	100%	0%	50% of premium they would have had into 401k
Saratoga Springs	Contributory	Mostly Tier 1 - 14.46%	Yes. The City opts out of Social Security, and contributes 6.3% to 401(k).	No	6.3% in lieu of Social Security	Traditional HDHP with HSA	80%	20%	\$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	1%	Traditional HDHP with HSA	Traditional 80% HDHP 100%	Traditional 20% HDHP 0%	\$3800/yr to 401(k) or HSA paid every two weeks in increments.
Pleasant Grove	Non-Contributory	Mostly Tier 1 - 18.47%	Yes. Through URS only.	No	0%	Traditional HDHP with HSA	96.00% 100% 100%	4.00% 0% 0%	No
Payson	Non-Contributory	Mostly Tier 1 - 18.47%	Yes. Offered through ICMA and URS.	No	0%	Traditional HDHP with HSA	90% 94%	10% 6%	Medical stipend is 50% of the lowest plan premium minus what the employee would contribute.
Bluffdale	Contributory	Mostly Tier 1 - 14.46%	Yes. Through URS only.	No	6.2% in lieu of Social Security	HDHP with HSA	80%	20%	They get the same amount as they would for an HSA, (1500/year)
Santaquin	Non-Contributory	Mostly Tier 1 - 18.47%	Yes. Through URS only.	No	0%	Traditional HDHP with HSA	100%	0%	Family: \$500/month; Single: \$250/month
Mapleton	Non-Contributory	Mostly Tier 1 - 18.47%	Yes. Through URS only.	No	0%	Traditional	90%	10%	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	95% 100% 100%	5% 0% 0%	No
Spanish Fork	Non-Contributory	Mostly Tier 1 - 18.47%	Yes. Through URS only.	No	0%	Traditional HDHP with HSA	90% 100%	10% 0%	\$187.06/paycheck biweekly
Herriman	Non-Contributory	70% Tier 1 - 18.47%; 30% Tier 2 - 10.00%	Yes. Through URS only.	Yes	3.50%	HDHP with HSA	80%	20%	50% of the 80% premium the city would have covered is put in to a 401k
Lindon	Non-Contributory	Mostly Tier 1 - 18.47%	Yes. Through URS only.	No	1.50%	Traditional HDHP with HSA	100% (*Allowance System)	0% (*Allowance System)	\$300/month

Entity	Vacation (V) Hours or PTO (P)/Years of Service								Sick (S) Hours L.T. Sick	Holiday (H) Days	Personal/ All Purpose Hours (A)	Hours Paid Out	Carryover Limit	Convertible?
	V/P	0-1	1-2	3-4	5	10	15	20+						
LEHI	V	80	80	80	80	120	160	160	96		48			
EAGLE MOUNTAIN	V	80	80	80	96	96	96	96	96	100	20	V=100% S=0	V=240 S=No Limit	S=Accrued Amt. - 56 hrs. & hrs. used (to A)
CENTERVILLE	V	80	80	80	120	160	160	160	80	96	40	V=100% S=25%	V=240 P=300 S=800	
CLINTON (1)	V	96	96	96	120	144	168	192	96			V=100% S=15% over 480 hrs. (Retirement)	V=240 S=No Limit	
PROVO (2)	V	100	100	100	116	140	180	180	96			V=100% S=0-19yrs.=25%, 20+=50%	V=320 S=No Limit	
COTTONWOOD HEIGHTS	P	160	160	160	192	224	256	256	0					excluded from Averages due to PTO vs Vacation
SANDY (3)	V	96	96	96	120	120	144	144	88			V=100%	V=320	S=40 hrs/yr
VINEYARD	V	48	96	96	96	144	144	144	48			V=100% S=0	V=40 S=360	
FARMINGTON	V	48	96	96	120	144	168	168	96	96		V=280 S=320	V=240 S=320	
NORTH SALT LAKE	V	80	80	96	120	144	160	176	96	80		V=240 S=Variable for Retirees Only	V=240 S=1440	
LINDON	V	40	80	80	80	120	120	160	96	88	8	V=100% S=240 (at retirement)	V=2 Yrs. Of Accrual	
KAYSVILLE	V	80	80	80	96	120	160	160	96			V=240 S=Unlimited	V=240 S=Unlimited	
LAYTON	V	96	96	96	120	144	168	168	96			V=240 S=1/3 Accrued Amt.	V=240 S=1000	
HURRICANE	V	40	80	80	80	120	120	160	96	100		V=Accrued Amt. S=25% Above 960	V=80 S=960	
HERRIMAN	V	80	80	80	120	160	200	200	80			V=320 - hrs. over 320 tiered 25%-50% (based on tenure) S=600 @ 25% over 600 tiered 25%-50% (based on tenure)	V=320 S=600	
WEST POINT	V	96	96	96	120	160	160	180	96	96		V=240 S=1/3 Bal. after 5 yrs	V=240 S=750	1/3 of S accrued in year to V
ENOCH	V	96	96	96	144	192	192	192	96			V=100% S=0	V=160 S=550	
BRIGHAM CITY (4)	V	80	80	96	112	144	160	160	80			V=Accrued Amt. S/A=Accrued hrs. @ 50% wage	V=240 S/A=80	S/A=50%
ST. GEORGE	P	40	80	80	80	120	160	160	96	96		V/H=100% S=25% at 20 yrs./retire	V/H=160-240 Combined (Tiered) S=No Limit	
BRIAN HEAD	V	96	96	96	120	144	168	168	96			V=100% S=0		
HIGHLAND	V	80	80	80	120	160	160	160	96	88		V=140-280 (Tiered) S=260 Max @ Retirement	V=175% of Yearly Accrual S=520	
SOUTH SALT LAKE	V	96	96	96	120	144	168	190	96			V=100% S=50% of Bal.	V=168 S=96 (Also have ST Disability)	
PAYSON (5)	V	80	80	80	120	136	160	200	96		16	V=100% S=25% of Accrued	V=2X Annual Accrual Amt. S=960	
SPANISH FORK (6)	V	80	80	80	96	120	160	160	96			V=100% S=25% (0-20 yrs.), 33% (20+ yrs.)	V=240 S=No Limit	
SOUTH JORDAN (7)	V	104	104	104	120	160	180	200	96	102	18	V=180 (0-9 yrs.), 280 (10+ yrs.) S=0	V=180 (0-9 yrs.), 280 (10+ yrs.) S=No Limit	
DRAPER (8)	V	80	80	80	120	128	160	160	96			V=100% S=0	V=240 S=600	
AVERAGE		79	88	89	110	139	159	168	92	94	25			

- (1) Exempt employees accrue at a higher rate than non-exempt (only non-exempt accrual rates are shown)
- (2) Provo firefighters have a different accrual schedule (NOT shown)
- (3) Sandy City's vacation accrual amounts are: Years 1-7 @ 96 hrs per yr, 8-15 @ 120 hrs per yr and 16 and over @ 144 hrs per yr. (firefighters have a higher accrual amount than shown).
- (4) Brigham City also has a tier at 7-9 years of 128 hours of vacation leave and a separate leave schedule for Fire personnel (not shown). Brigham City offers Personal leave that is shown as Sick in this report.
- (5) Payson offers different accrual amounts for employment category (staff, professional staff and administrative staff). The amounts shown are for staff (lowest accrual rate)
- (6) For employees with 15+ years of service at Spanish Fork, the 160 vacation hours are given at the beginning of the year and the carryover limit is raised to 480 hours.
- (7) Holiday hours shown is an average of the 96-108 offered at South Jordan
- (8) Draper City offers one (1) day of additional leave (beyond the 15 given up to 10 years) for each year of service beyond 10 years (to a maximum of 20 days of vacation per year. Schedule shows only what would be given at the year mark shown.

City	Sick leave Buy-back option	Minimum Accumulated hours before sell-back	Sell-back amount (hrs)	How often			
Lindon	Yes	288 / 480	24 / 48	Annually			
Heber City	yes	480	24	Annually			
American Fork	yes	480	Up to 150	Annually			
Layton	yes	1 to 480	Up to 1/3 (158 hrs)	Annually			
	Layton (2)	480 +	Up to 2/3 (316 hrs)	Annually			
Clinton	yes	1 to 480	8	Annually			
	Clinton (2)	480 +	32 +	Annually			
Cedar City	yes	480	24 +	Annually			
South Jordan	vacation time conversion	240	48	Annually			
West Bountiful	yes	120	34	Annually			
Spanish Fork*	yes	160	24	Annually			
Clearfield	yes	96	24	Annually			
West Point City	vacation time conversion	96	32	Annually			
Provo	yes	96	48	Annually			
Springville	yes	96	24	Annually			
Bluffdale	Yes	96	24	Annually			
Murray	yes	96	24	Annually			
Midvale	vacation time conversion	96	24	Annually			
West Valley	yes	80	Up to 80 in 40 hr blocks	Annually			
Farmington	yes	0	Up to 32	Annually	320 Max hrs		
West Jordan	yes	0	Up to 25% of accrued time	Annually			
Saratoga Springs	no (PTO)						
Sandy	no						
Washington City	no						
*If selling back, remaining hours not used but accumulated that calendar year are lost.							

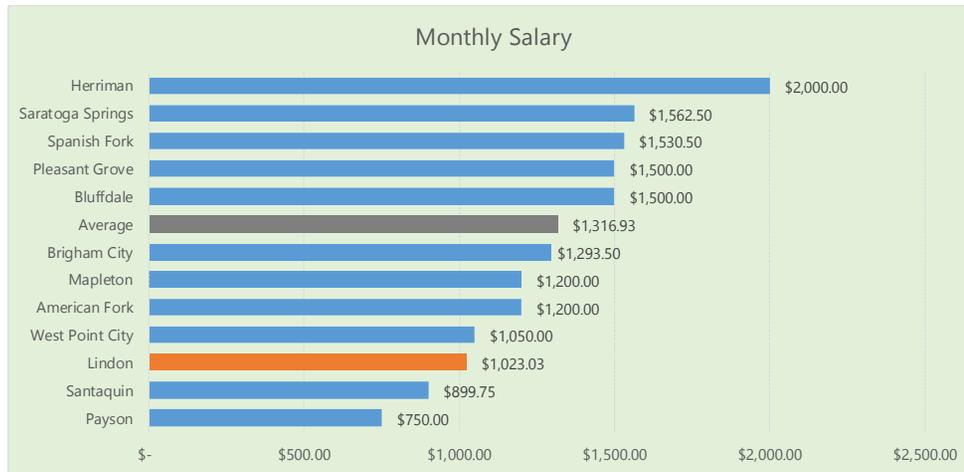
Position	Full or Part Time	Median			Average			Actual to Median
		Market Range Median	Lindon Range Median	Range Median Percent Difference	Market Salary Average	Lindon Salary Average	Market Average Percent Difference	Salary Percent Difference From Market Range Median
Mavor	PT				\$ 1,316.93	\$ 1,023.03	-28.73%	
City Council	PT				\$ 592.15	\$ 601.79	1.60%	
Utility Billing	FT	\$38,286	\$39,499	3.07%	\$37,209	\$44,533	16.45%	14.03%
Administrative Professional	FT	\$44,950	\$46,426	3.18%	\$46,919	\$41,392	-13.35%	-8.60%
Administrative Secretary	FT	\$41,939	\$46,426	9.67%	\$43,885	\$41,392	-6.02%	-1.32%
Associate Planner	FT	\$55,805	\$54,558	-2.29%	\$57,270	\$56,056	-2.17%	0.45%
Building Inspector/Code Enforcement	FT	\$52,780	\$54,558	3.26%	\$53,980	\$64,293	16.04%	17.91%
Chief Building Official	FT	\$71,536	\$67,704	-5.66%	\$75,821	\$90,418	16.14%	20.88%
City Administrator	FT	\$121,386	\$116,022	-4.62%	\$121,852	\$126,090	3.36%	3.73%
Clerk I	PT	\$16.32	\$16.16	-0.97%	\$11.88	\$14.42	17.59%	-13.16%
Clerk II	FT	\$39,925	\$37,419	-6.70%	\$42,445	\$33,405	-27.06%	-19.52%
Court Clerk	FT	\$47,469	\$43,982	-7.93%	\$50,493	\$45,302	-11.46%	-4.78%
Crossing Guard	PT	\$10.47	\$11.09	5.57%	\$10.27	\$9.78	-5.04%	-7.08%
Public Works Director	FT	\$97,328	\$93,538	-4.05%	\$99,906	\$108,451	7.88%	10.26%
Equipment Operator	FT	\$39,931	\$43,982	9.21%	\$38,200	\$52,728	27.55%	24.27%
Facilities & Fleet Manager	FT	\$66,727	\$51,709	-29.04%	\$54,817	\$43,659	-25.56%	-52.84%
Finance Director	FT	\$88,718	\$88,618	-0.11%	\$96,774	\$95,347	-1.50%	6.95%
Parks & Rec Director	FT	\$79,032	\$83,990	5.90%	\$79,309	\$86,507	8.32%	8.64%
Parks Maintenance Technician	FT	\$41,634	\$43,982	5.34%	\$44,870	\$46,675	3.87%	10.80%
Parks Superintendent	FT	\$50,510	\$54,558	7.42%	\$51,957	\$60,549	14.19%	16.58%
Patrol Officer	FT	\$54,015	\$54,558	1.00%	\$54,994	\$62,264	11.68%	13.25%
Planning & Economic Director	FT	\$87,650	\$88,618	1.09%	\$86,572	\$91,291	5.17%	3.99%
Police Chief	FT	\$101,535	\$93,538	-8.55%	\$106,933	\$93,517	-14.35%	-8.57%
Police Secretary	FT	\$39,809	\$37,419	-6.39%	\$43,052	\$33,405	-28.88%	-19.17%
Police Sergeant	FT	\$64,308	\$67,704	5.02%	\$62,227	\$81,203	23.37%	20.81%
Pool Manager	PT	\$18.70	\$13.51	-38.47%	\$15.12	\$13.51	-11.95%	-38.42%
Program Coordinator FT	FT	\$43,321	\$43,336	0.03%	\$40,675	\$43,336	6.14%	0.03%
Program Coordinator PT	PT	\$17.69	\$20.83	15.06%	\$17.27	\$20.84	17.13%	15.10%
Public Works Inspector	FT	\$55,472	\$54,558	-1.67%	\$57,499	\$48,672	-18.14%	-13.97%
Receptionist	PT	\$13.58	\$11.09	-22.42%	\$13.22	\$10.16	-30.10%	-33.63%
Recorder	FT	\$66,759	\$67,704	1.40%	\$67,244	\$63,731	-5.51%	-4.75%
Recreation Supervisor	FT	\$45,787	\$49,015	6.59%	\$44,193	\$49,005	9.82%	6.57%
Seasonal Help	PT	\$11.35	\$14.06	19.28%	\$11.35	\$11.26	-0.80%	-0.80%
Storm Water Superintendent	FT	\$52,560	\$57,595	8.74%	\$51,689	\$64,126	19.39%	18.04%
Storm/Waste Maintenance Technician	FT	\$46,169	\$43,982	-4.97%	\$47,546	\$40,924	-16.18%	-12.82%
Streets Superintendent	FT	\$69,466	\$64,136	-8.31%	\$75,252	\$75,005	-0.33%	7.39%
Treasurer	FT	\$60,692	\$64,136	5.37%	\$61,492	\$69,098	11.01%	12.17%
Waste Water Superintendent	FT	\$66,420	\$64,136	-3.56%	\$72,688	\$75,213	3.36%	11.69%
Water Superintendent	FT	\$67,781	\$64,137	-5.68%	\$68,810	\$64,147	-7.27%	-5.67%
Water System Maintenance Technician	FT	\$48,753	\$43,982	-10.85%	\$49,904	\$40,924	-21.94%	-19.13%
Lifeguard (Starting wage only)	PT	\$0	\$0	0.00%	\$8.70	\$7.87	-10.55%	0.00%

Job #2700 - MAYOR														
Entity	# Inc	Pay Basis	Annual Salary	Monthly Salary	Comb	F/T	Ret	Health	Dental	Life	401	457	Updated	Comments
BRIGHAM CITY	1	Annual	\$ 15,522.00	\$ 1,293.50									1/10/2017	
AMERICAN FORK	1	Annual	\$ 14,400.00	\$ 1,200.00									11/8/2017	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	\$ 18,000.00	\$ 1,200.00									1/10/2017	
PAYSON	1	Annual	\$ 9,000.00	\$ 750.00									1/9/2017	
PLEASANT GROVE	1	Annual	\$ 18,000.00	\$ 1,500.00									2/28/2018	
SPANISH FORK	0	Annual	\$ 18,366.00	\$ 1,530.50									9/28/2017	Retirement is 'No' because the mayor is exempted from the URS pension, but is given 17.9% into a 457 account.
WEST POINT CITY	0	Annual	\$ 12,600.00	\$ 1,050.00									1/9/2017	
BLUFFDALE	1	Monthly	\$ 18,000.00	\$ 1,500.00									10/31/2017	
SANTAQUIN	1	Annual	\$ 10,797.00	\$ 899.75									1/10/2017	
HERRIMAN	1	Annual	\$ 24,000.00	\$ 2,000.00									1/13/2018	
SARATOGA SPRINGS	1	Monthly	\$ 18,750.00	\$ 1,562.50									1/9/2017	
Average			\$ 16,130.45	\$ 1,316.93										
Lindon	5	Annual	\$ 12,672.90	\$ 1,023.03									6/7/2018	

Difference	(\$3,458)	(\$294)
Difference %	-27.28%	-28.73%
# of Respondents	12	12
Standard Deviation	\$4,235	\$351
Standard Error	\$1,223	\$101

Monthly Salary

Payson	\$ 750.00
Santaquin	\$ 899.75
Lindon	\$1,023.03
West Point City	\$1,050.00
American Fork	\$1,200.00
Mapleton	\$1,200.00
Brigham City	\$1,293.50
Average	\$1,316.93
Bluffdale	\$1,500.00
Pleasant Grove	\$1,500.00
Spanish Fork	\$1,530.50
Saratoga Springs	\$1,562.50
Herriman	\$2,000.00



Job #2705 - CITY COUNCIL / TRUSTEE														
Entity	# Inc	Pay Basis	Annual Salary	Monthly Salary	Comb	F/T	Ret	Health	Dental	Life	401	457	Updated	Comments
WEST POINT CITY	4	Annual	\$ 5,400.00	\$ 450.00									1/9/2017	
NORTH LOGAN	5	Annual	\$ 5,400.00	\$ 450.00									1/3/2017	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									1/10/2017	
PAYSON	5	Annual	\$ 6,400.00	\$ 533.33									1/9/2017	
PLEASANT GROVE	5	Annual	\$ 7,200.00	\$ 600.00									2/28/2018	
SPANISH FORK	0	Annual	\$ 11,575.00	\$ 964.58									9/28/2017	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.
BLUFFDALE	5	Monthly	\$ 7,200.00	\$ 600.00									1/10/2017	
AMERICAN FORK	0	Annual	\$ 6,000.00	\$ 500.00									7/20/2017	
SANTAQUIN	5	Annual	\$ 5,777.00	\$ 481.42									1/10/2017	
HERRIMAN	4	Annual	\$ 9,000.00	\$ 750.00									1/9/2017	
SARATOGA SPRINGS	5	Monthly	\$ 11,717.04	\$ 976.42									1/9/2017	
FARMINGTON	5	Annual	\$ 8,400.00	\$ 200.00									1/6/2017	
Average			\$ 7,605.75	\$ 592.15										
Lindon	5	Annual	\$ 7,694.65	\$ 601.79									6/7/2018	

Difference	\$89	\$10
Difference %	1.16%	1.60%
# of Respondents	14	14
Standard Deviation	\$2,192	\$219
Standard Error	\$586	\$59

Monthly Salary

FARMINGTON	\$ 200.00
WEST POINT CITY	\$ 450.00
NORTH LOGAN	\$ 450.00
SANTAQUIN	\$ 481.42
AMERICAN FORK	\$ 500.00
PAYSON	\$ 533.33
Average	\$ 592.15
MAPLETON	\$ 600.00
PLEASANT GROVE	\$ 600.00
BLUFFDALE	\$ 600.00
Lindon	\$ 601.79
Herriman	\$ 750.00
Spanish	\$ 964.58
SARATOGA SPRINGS	\$ 976.42



Job # 730 - BILLING CLERK

Entity	Preferred Title	Reports To	Range							Actual									
			As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
MAPLETON	BILLING/BUSINESS LICENSE CLERK	FINANCE CONTROLLER	Jul-17	2080	>	N	0	0	1	\$40,299	\$41,948	\$43,598	\$41,508	\$44,906	\$43,207	\$12,624	18.85%	\$63,975	2/21/2018
SPANISH FORK	BILLING TECHNICIAN		Oct-17	2080	=	N	0	0	1	\$32,986	\$41,232	\$49,478	\$47,829	\$47,829	\$18,121	26.18%	\$78,474	10/17/2017	
PAYSON	UTILITY CLERK		Jul-17	2080	N	0	0	0	0	\$29,827	\$36,556	\$43,285	\$0	\$0	\$24,369	26.91%	\$0	9/27/2017	
EAGLE MOUNTAIN	Utility Billing Clerk II	Utility Billing Supervisor	Feb-18	2080	=	N	0	0	4	\$30,226	\$36,271	\$42,316	\$27,040	\$29,120	\$28,080	\$10,424	19.28%	\$43,918	2/22/2018
SANTAQUIN	BILLING CLERK	ADMINISTRATIVE SERVICE DIRECTOR	Jan-17	2080	=	N	0	0	1	\$32,095	\$39,006	\$45,916	\$37,565	\$37,565	\$18,369	26.82%	\$66,008	2/2/2018	
SPRINGVILLE	BILLING CLERK		Jul-17	2080	=	N	0	0	0	\$32,973	\$38,680	\$44,387	\$0	\$0	\$20,505	28.12%	\$0	9/13/2017	
NORTH OGDEN	Utility Billing Clerk II	City Recorder/HR Director	Jul-16	2080	=	N	0	0	1	\$26,491	\$33,456	\$40,421	\$28,579	\$28,579	\$13,515	27.50%	\$49,953	2/16/2018	
MURRAY	CSR/Billing Editor - Grade 11	Customer Service Supervisor	Jul-17	2080	=	N	0	0	3	\$31,304	\$39,135	\$46,966	\$33,530	\$45,802	\$37,995	\$15,480	30.92%	\$65,223	12/1/2017

Average \$32,025 \$38,286 \$44,546 \$36,009 \$38,967 \$37,209 \$16,676 25.57% \$61,259

LINDON	Accounts Payable/Utilities Clerk		Jan-18	2080	=	N	0	0	2	\$31,616	\$39,499	\$47,382	\$42,952	\$46,114	\$44,533	\$17,569	30.66%	\$69,316	3/28/2018
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Difference	(\$409)	\$1,214	\$2,636	\$6,944	\$7,147	\$7,324	\$893	5.09%	\$8,058
Difference %	-1.29%	3.07%	5.99%	16.17%	15.50%	16.45%	5.08%	16.59%	11.62%
# of Respondents	8	8	8	6	6	6	8	8	6
Standard Deviation	\$3,955	\$2,774	\$2,843	\$7,927	\$8,572	\$7,840	\$4,563	4.26%	\$12,414
Standard Error	\$1,398	\$981	\$1,005	\$3,236	\$3,499	\$3,200.63	\$1,613	1.51%	\$5,067.99

Range



Job # 2300 - ADMINISTRATIVE SECRETARY

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range				Actual					
									Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
SPANISH FORK	DEPARTMENT SECRETARY		Oct-17	2080 =	N	0	0	1	\$32,986	\$41,232	\$49,478	\$44,943	\$44,943	\$44,943	\$19,708	26.18%	\$76,419	10/17/2018
PLEASANT GROVE	ADMINISTRATIVE SERVICES CLERK/COMM DEV	Community Development Director	Jul-17	2080 =		0	0	2	\$0	\$0	\$0	\$37,456	\$44,169	\$40,812	\$11,768	32.81%	\$65,971	2/28/2018
SOUTH OGDEN	Executive Secretary	Chief of Police	Jul-17	2080 =	N	0	0	2	\$32,552	\$41,270	\$49,987	\$46,987	\$46,987	\$46,987	\$9,715	13.14%	\$62,876	9/26/2017
LOGAN	Administrative Secretary (Dept Head)	Department Head	Jul-17	2080 =	N	0	0	9	\$33,881	\$39,860	\$45,839	\$36,440	\$46,327	\$39,812	\$14,218	29.12%	\$66,623	9/15/2017
HERRIMAN	Administrative Technician II		Jul-16	2080 =	N	0	0	1	\$30,074	\$37,587	\$45,100	\$41,600	\$41,600	\$41,600	\$19,488	26.12%	\$71,954	1/13/2017
SANTAQUIN	DEPT ADMINISTRATIVE ASSISTANT	DEPARTMENT HEADS	Jan-17	2080 =	N	0	0	4	\$32,095	\$39,006	\$45,916	\$32,926	\$40,352	\$35,589	\$18,369	26.82%	\$63,502	2/2/2018
BOUNTIFUL	Administrative Assistant	Planning Dir/City ENGR/Water Dir/Power Dir	Aug-17	2080 =	N	0	0	4	\$32,115	\$39,748	\$47,382	\$38,958	\$47,382	\$45,869	\$17,087	26.72%	\$75,212	9/6/2017

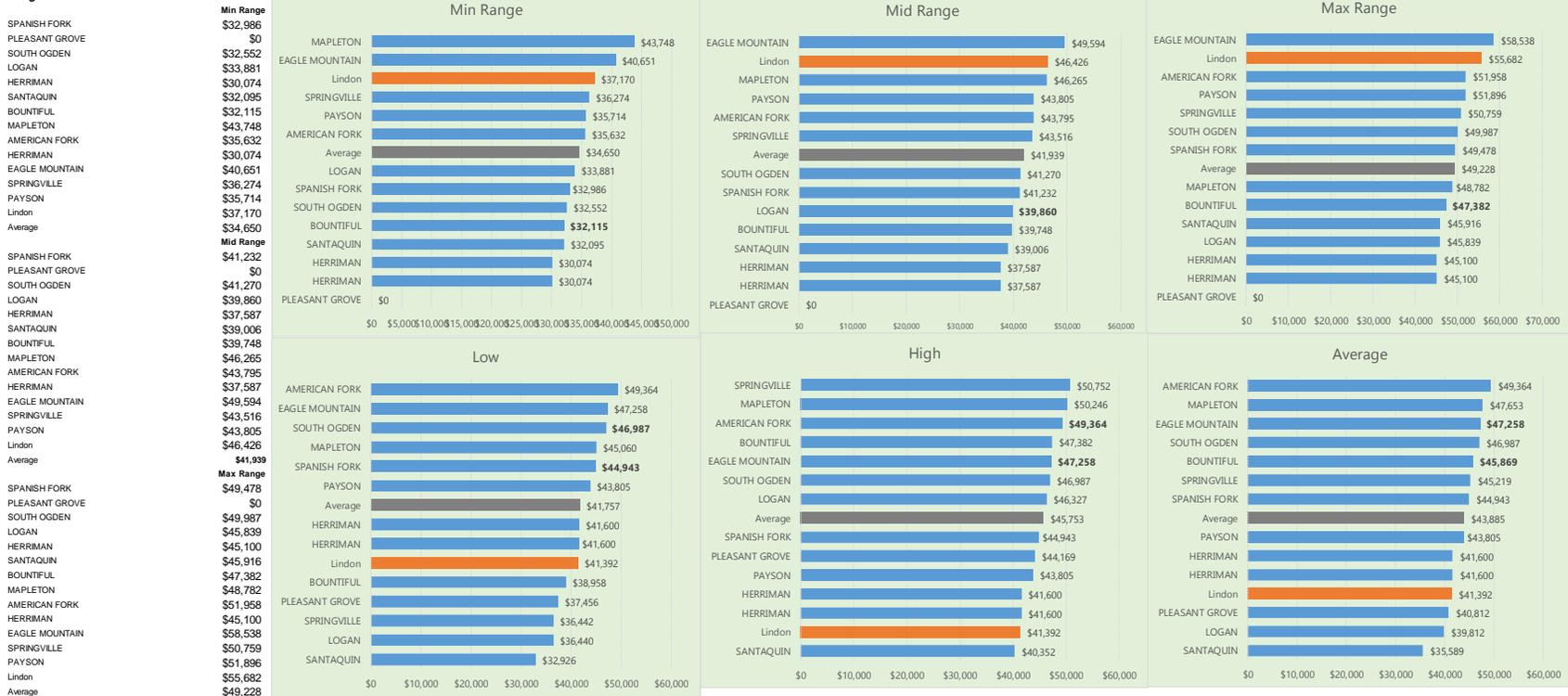
Job # 2310 - ADMINISTRATIVE / EXECUTIVE ASSISTANT

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range				Actual					
									Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
MAPLETON	Staff Assistant/Payroll Clerk	Finance Controller/City Administrator	Jul-17	2080 >	N	0	0	1	\$43,748	\$46,265	\$48,782	\$45,060	\$50,246	\$47,653	\$12,624	18.85%	\$69,280	2/21/2018
AMERICAN FORK	Executive Assistant		Jul-17	2080	N	0	0	1	\$35,632	\$43,795	\$51,958	\$49,364	\$49,364	\$49,364	\$15,657	32.31%	\$80,970	1/30/2017
HERRIMAN	Administrative Technician II		Jul-16	2080 =	N	0	0	1	\$30,074	\$37,587	\$45,100	\$41,600	\$41,600	\$41,600	\$19,488	26.12%	\$71,954	1/13/2017
EAGLE MOUNTAIN	EXECUTIVE ASSISTANT	MAYOR, CITY ADMINISTRATOR, ASSISTANT CITY ADMINISTRATOR	Feb-18	2080 N		0	0	1	\$40,651	\$49,594	\$58,538	\$47,258	\$47,258	\$10,424	19.28%	\$66,793	2/22/2018	
SPRINGVILLE	EXECUTIVE ASSISTANT	Department Director	Jul-17	2080 =	N	0	0	5	\$36,274	\$43,516	\$50,759	\$36,442	\$50,752	\$45,219	\$20,505	28.12%	\$78,440	9/14/2017
PAYSON	EXECUTIVE ASSISTANT - ATTORNEYS OFFICE, CITY MANAGERS		Jul-17	2080 =	N	0	0	1	\$35,714	\$43,805	\$51,896	\$43,805	\$43,805	\$43,805	\$24,765	26.91%	\$80,358	9/27/2017

Average																		
LINDON	Administrative Secretary		Jul-14	2080 =	N	0	0	1	\$37,170	\$46,426	\$55,682	\$41,392	\$41,392	\$41,392	\$17,569	30.66%	\$71,654	3/29/2018
									\$34,650	\$41,939	\$49,228	\$41,757	\$45,753	\$43,885	\$16,447	25.58%	\$71,487	

Difference		\$2,520	\$4,487	\$6,454	(\$365)	(\$4,361)	(\$2,493)	\$1,122	5.08%	\$167
Difference %		6.78%	9.67%	11.59%	-0.88%	-10.54%	-6.02%	6.38%	16.58%	0.23%
# of Respondents		12	12	12	12	13	13	13	13	13
Standard Deviation		\$4,113	\$3,609	\$3,866	\$5,014	\$3,362	\$3,844	\$4,496	\$0	\$6,359
Standard Error		\$1,187	\$1,042	\$1,116	\$1,390	\$932	\$1,066.26	\$1,247.01	1.52%	\$1,764

Range



Job # 360 - PLANNER II

										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
EAGLE MOUNTAIN	PLANNER II	Planning Director	Feb-18	2080 =	N	0	0	0	\$44,545	\$54,345	\$64,145	\$45,136	\$45,136	\$45,136	\$10,424	19.28%	\$64,262	2/22/2018
HERRIMAN	Planner II		Jul-16	2080 =	N	0	0	1	\$45,151	\$56,438	\$67,724	\$61,900	\$61,900	\$61,900	\$19,488	26.12%	\$97,556	1/13/2017
SPRINGVILLE	PLANNER II	Community Development Director	Jul-17	2080 =	N	0	0	1	\$46,202	\$55,536	\$64,869	\$63,315	\$63,315	\$63,315	\$20,505	28.12%	\$101,625	9/18/2017
PAYSON	Planner II		Jul-17	2080	N	0	0	1	\$0	\$0	\$0	\$47,840	\$47,840	\$47,840	\$19,938	26.91%	\$80,652	9/27/2017
BLUFFDALE	Senior Planner	City Planner/Economic Development Director	Jul-17	2080 =	N	0	0	1	\$42,096	\$51,797	\$61,498	\$52,083	\$52,083	\$52,083	\$17,191	27.99%	\$83,853	2/22/2018
PARK CITY	Planner II	Planning Director	Jul-17	2080 =	Y	0	0	1	\$51,786	\$60,222	\$68,657	\$64,100	\$68,500	\$66,300	\$22,741	26.13%	\$106,366	8/31/2017
DRAPER	Planner II	Community Development Director	Jul-17	2080 =	N	0	0	1	\$43,493	\$56,493	\$69,493	\$64,314	\$64,314	\$64,314	\$19,309	26.12%	\$100,422	9/1/2017
Average									\$45,546	\$55,805	\$66,064	\$56,955	\$57,584	\$57,270	\$18,514	25.81%	\$90,677	
LINDON	Associate Planner	Planning and Economic Development Director	Jan-18	2080 =	N	0	0	1	\$43,659	\$54,558	\$65,458	\$56,056	\$56,056	\$56,056	\$17,569	30.66%	\$90,814	4/14/2018
Difference									(\$1,887)	(\$1,247)	(\$606)	(\$899)	(\$1,528)	(\$1,214)	(\$945)	4.85%	\$137	
Difference %									-4.32%	-2.29%	-0.93%	-1.60%	-2.73%	-2.17%	-5.38%	15.82%	0.15%	
# of Respondents									5	5	5	6	6	6	6	6	6	
Standard Deviation									\$3,366	\$2,780	\$3,072	\$8,333	\$9,093	\$8,681	\$3,929	\$0	\$15,017	
Standard Error									\$1,505.23	\$1,243.41	\$1,374	\$3,402	\$3,712	\$3,544	\$1,604	1.23%	\$6,131	

Range

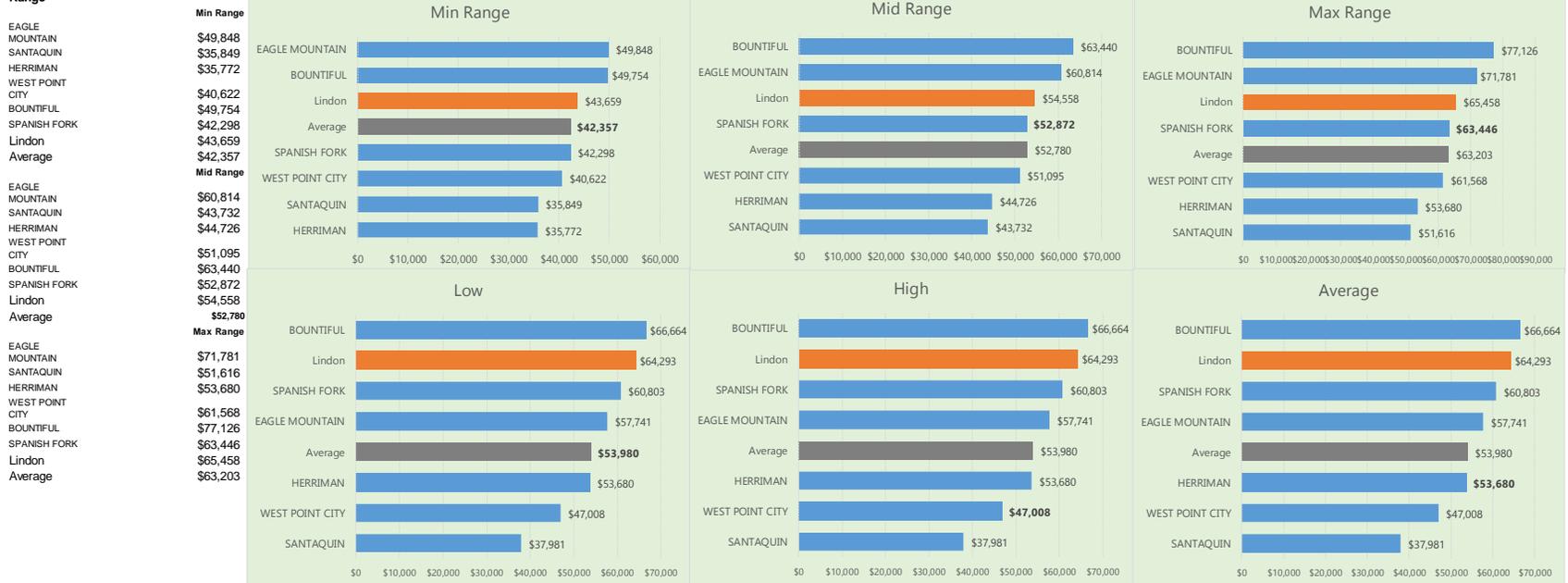
EAGLE MOUNTAIN	Min Range	\$44,545
HERRIMAN	\$45,151	
SPRINGVILLE	\$46,202	
PAYSON	\$0	
BLUFFDALE	\$42,096	
PARK CITY	\$51,786	
DRAPER	\$43,493	
Lindon	\$43,659	
Average	\$45,546	
EAGLE MOUNTAIN	Mid Range	\$54,345
HERRIMAN	\$56,438	
SPRINGVILLE	\$55,536	
PAYSON	\$0	
BLUFFDALE	\$51,797	
PARK CITY	\$60,222	
DRAPER	\$56,493	
Lindon	\$54,558	
Average	\$55,805	
EAGLE MOUNTAIN	Max Range	\$64,145
HERRIMAN	\$67,724	
SPRINGVILLE	\$64,869	
PAYSON	\$0	
BLUFFDALE	\$61,498	
PARK CITY	\$68,657	
DRAPER	\$69,493	
Lindon	\$65,458	
Average	\$66,064	
EAGLE MOUNTAIN	Low	\$45,136
HERRIMAN	\$61,900	
SPRINGVILLE	\$63,315	
PAYSON	\$47,840	
BLUFFDALE	\$52,083	
PARK CITY	\$64,314	
DRAPER	\$64,314	
Lindon	\$56,056	
Average	\$57,584	
EAGLE MOUNTAIN	High	\$68,500
HERRIMAN	\$61,900	
SPRINGVILLE	\$63,315	
PAYSON	\$47,840	
BLUFFDALE	\$52,083	
PARK CITY	\$68,500	
DRAPER	\$68,500	
Lindon	\$56,056	
Average	\$57,270	
EAGLE MOUNTAIN	Average	\$56,955
HERRIMAN	\$61,900	
SPRINGVILLE	\$63,315	
PAYSON	\$47,840	
BLUFFDALE	\$52,083	
PARK CITY	\$66,300	
DRAPER	\$64,314	
Lindon	\$56,056	
Average	\$57,270	
EAGLE MOUNTAIN	Actual	\$45,136



Job # 310 - BUILDING INSPECTOR III

		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
EAGLE MOUNTAIN	Lead Building Inspector	Building Official	Feb-18	2080	=	N	0	0	\$49,848	\$60,814	\$71,781	\$57,741	\$57,741	\$57,741	\$10,424	19.28%	\$79,297	2/22/2018
SANTAQUIN	Animal Control/Code Enforcement Officer	Police Sergeant	Jan-17	2080	=	N	0	0	\$35,849	\$43,732	\$51,616	\$37,981	\$37,981	\$37,981	\$15,541	41.69%	\$69,356	2/2/2018
HERRIMAN	Code Enforcement Officer	Community Development Director	Jul-16	2080	=	N	0	0	\$35,772	\$44,726	\$53,680	\$53,680	\$53,680	\$53,680	\$19,488	26.12%	\$87,189	1/13/2017
WEST POINT CITY	Building Inspector	Community Development Director/City Engineer	Jul-17	2080	=	N	0	0	\$40,622	\$51,095	\$61,568	\$47,008	\$47,008	\$47,008	\$14,266	19.14%	\$70,271	3/2/2018
BOUNTIFUL	Building Inspector II	Public Works Director/General Manager	Aug-17	2080	=	N	0	0	\$49,754	\$63,440	\$77,126	\$66,664	\$66,664	\$66,664	\$17,087	26.72%	\$101,564	9/6/2017
SPANISH FORK	Building Inspector II	CBO	10/1/2017	2080	=	N	0	0	\$42,298	\$52,872	\$63,446	\$60,803	\$60,803	\$60,803	\$18,121	26.18%	\$94,845	10/17/2017
Average									\$42,357	\$52,780	\$63,203	\$53,980	\$53,980	\$15,821	26.52%	\$83,754		
LINDON	Building Inspector/Code Enforcement Officer		Jan-18	2080	=	N	0	0	\$43,659	\$54,558	\$65,458	\$64,293	\$64,293	\$64,293	\$17,569	30.66%	\$101,577	3/28/2018
Difference									\$1,302	\$1,778	\$2,255	\$10,314	\$10,314	\$10,314	\$1,748	4.14%	\$17,823	
Difference %									2.98%	3.26%	3.45%	16.04%	16.04%	16.04%	9.95%	13.50%	17.55%	
# of Respondents									6	6	6	6	6	6	6	6	6	
Standard Deviation									\$6,318	\$8,096	\$9,951	\$10,259	\$10,259	\$3,224	8.21%	\$13,122		
Standard Error									\$2,579	\$3,305	\$4,062	\$4,188	\$4,188	\$1,316	3.35%	\$5,357		

Range



Job # 325 - CHIEF BUILDING OFFICIAL

Ently	Preferred Title	Reports To	Range							Actual									
			As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
HERRIMAN	Building Official		Jul-16	2080	=	N	0	0	1	\$73,575	\$91,994	\$110,414	\$77,958	\$77,958	\$77,958	\$19,488	26.12%	\$117,809	1/13/2017
EAGLE MOUNTAIN	BUILDING OFFICIAL	ASSISTANT CITY ADMINISTRATOR	Feb-18	2080	=	Y	5	0	0	\$61,265	\$74,743	\$88,221	\$0	\$0	\$0	\$10,424	19.28%	\$0	2/22/2018
AMERICAN FORK	CHIEF BLDG OFFICIAL		Jul-17	2080	Y	0	0	1	\$58,032	\$75,670	\$93,309	\$81,786	\$81,786	\$81,786	\$15,657	32.31%	\$123,867	1/30/2017	
BLUFFDALE	Chief Building Official	Community Development Director	Jul-17	2080	=	N	0	0	0	\$49,101	\$60,419	\$71,737	\$0	\$0	\$0	\$17,191	27.99%	\$0	2/22/2018
SANTAQUIN	BUILDING OFFICIAL	COMMUNITY DEVELOPMENT DIRECTOR	Jan-17	2080	=	Y	0	0	1	\$52,793	\$65,260	\$77,727	\$77,727	\$77,727	\$18,369	26.82%	\$116,942	2/2/2018	
SPANISH FORK	CHIEF BUILDING OFFICIAL		Oct-13	2080	N	N	0	0	1	\$65,726	\$82,158	\$98,589	\$83,800	\$83,800	\$18,121	26.18%	\$123,864	10/17/2017	
SPRINGVILLE	CHIEF BUILDING INSPECTOR		Jul-17	2080	=	N	4	0	1	\$59,009	\$72,554	\$86,098	\$81,453	\$81,453	\$81,453	\$20,505	28.12%	\$124,863	9/13/2017
BOUNTIFUL	CHIEF BUILDING OFFICIAL	Public Works Director/City Engineer	Aug-17	2080	=	N	1	1	1	\$54,829	\$69,930	\$85,030	\$81,016	\$81,016	\$17,087	26.72%	\$119,751	8/30/2017	
WEST POINT CITY	Building Inspector	Assistant City Manager	Jul-17	2080	>	N	0	0	1	\$40,622	\$51,095	\$61,568	\$47,008	\$47,008	\$14,266	19.14%	\$70,271	3/2/2018	

Average			As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
LINDON	Chief Building Official	City Administrator	Jan-18	2080	=	N	0	0	1	\$54,205	\$67,704	\$81,203	\$90,418	\$90,418	\$90,418	\$17,569	30.66%	\$135,712	3/28/2018
Difference										(\$3,012)	(\$3,832)	(\$4,652)	\$14,597	\$14,597	\$14,597	\$779	4.81%	\$21,802	
Difference %										-5.56%	-5.66%	-5.73%	16.14%	16.14%	16.14%	4.44%	15.68%	16.07%	
# of Respondents										9	9	9	9	7	7	9	9	7	
Standard Deviation										\$9,531	\$11,954	\$14,502	\$12,886	\$12,886	\$12,886	\$3,037	\$0	\$19,498	
Standard Error										\$3,177	\$3,985	\$4,834	\$4,871	\$4,871	\$4,871	pa	1.40%	\$7,370	

Range

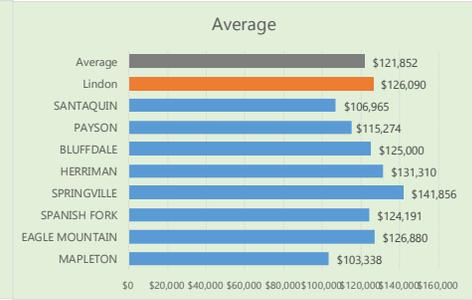
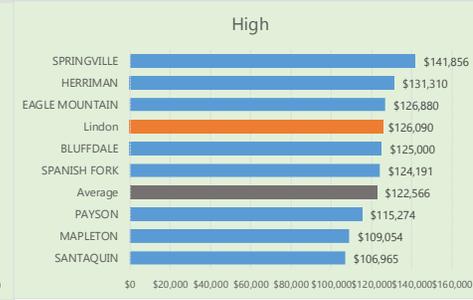
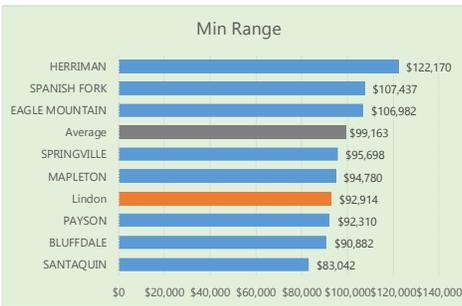


Job # 125 - CITY/COUNTY MANAGER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Range				Actual				TCV	Updated
										Min	Mid	Max	Low	High	Avg	Ben\$	Ben%		
MAPLETON	City Administrator	Mayor/City Council	Jul-17	2080	N	N	0	0	1	\$94,780	\$100,329	\$105,877	\$97,623	\$109,054	\$103,338	\$12,624	18.85%	\$135,442	2/21/2018
EAGLE MOUNTAIN	City Administrator	Mayor/City Council	Feb-18	2080	=	Y	123	13	1	\$106,982	\$130,518	\$154,054	\$126,880	\$126,880	\$126,880	\$16,424	19.28%	\$167,766	2/22/2018
SPANISH FORK	City Manager		Oct-17	2080	=	Y	0	0	1	\$107,437	\$134,296	\$161,156	\$124,191	\$124,191	\$124,191	\$19,708	26.18%	\$176,418	10/17/2017
SPRINGVILLE	CITY ADMINISTRATOR	Mayor	Jul-17	2080	N	Y	0	10	1	\$95,698	\$122,583	\$149,468	\$141,856	\$141,856	\$141,856	\$20,505	28.12%	\$202,251	9/13/2017
HERRIMAN	City Manager		Jul-16	2080	=	N	0	0	1	\$122,170	\$152,684	\$183,198	\$131,310	\$131,310	\$131,310	\$19,488	26.12%	\$185,096	1/13/2017
BLUFFDALE	City Manager	Mayor/City Council	Jul-17	2080	=	N	0	0	1	\$90,882	\$111,822	\$132,761	\$125,000	\$125,000	\$125,000	\$17,191	27.99%	\$177,179	2/22/2018
PAYSON	CITY MANAGER		Jul-17	2080	Y	0	0	1	\$92,310	\$115,284	\$138,258	\$115,274	\$115,274	\$115,274	\$19,938	26.91%	\$166,232	9/27/2017	
SANTAQUIN	CITY MANAGER	MAYOR AND CITY COUNCIL	Jan-17	2080	=	Y	70	6	1	\$83,042	\$103,569	\$124,096	\$106,965	\$106,965	\$106,965	\$18,369	26.82%	\$154,022	2/2/2018
Average										\$99,163	\$121,386	\$143,609	\$121,137	\$122,566	\$121,852	\$18,031	25.03%	\$170,551	
LINDON	City Administrator		Jan-18	2080	=	Y	0	0	1	\$92,914	\$116,022	\$139,131	\$126,090	\$126,090	\$126,090	\$17,569	30.66%	\$182,323	3/29/2018
Difference										(\$6,249)	(\$5,364)	(\$4,478)	\$4,953	\$3,524	\$4,238	(\$462)	5.63%	\$11,772	
Difference %										-6.73%	-4.62%	-3.22%	3.93%	2.79%	3.36%	-2.63%	18.35%	6.46%	
# of Respondents										8	8	8	8	8	8	8	8	8	
Standard Deviation										\$12,338	\$17,405	\$23,813	\$14,031	\$11,680	\$12,750	\$2,600	3.76%	\$20,096	
Standard Error										\$4,362	\$6,154	\$8,419	\$4,961	\$4,129	\$4,508	\$919	1.33%	\$7,105	

Range

MAPLETON	\$94,780
EAGLE MOUNTAIN	\$106,982
SPANISH FORK	\$107,437
SPRINGVILLE	\$95,698
HERRIMAN	\$122,170
BLUFFDALE	\$90,882
PAYSON	\$92,310
SANTAQUIN	\$83,042
Lindon	\$92,914
Average	\$99,163
MAPLETON	\$100,329
EAGLE MOUNTAIN	\$130,518
SPANISH FORK	\$134,296
SPRINGVILLE	\$122,583
HERRIMAN	\$152,684
BLUFFDALE	\$111,822
PAYSON	\$115,284
SANTAQUIN	\$103,569
Lindon	\$116,022
Average	\$121,386
MAPLETON	\$105,877
EAGLE MOUNTAIN	\$154,054
SPANISH FORK	\$161,156
SPRINGVILLE	\$149,468
HERRIMAN	\$183,198
BLUFFDALE	\$132,761
PAYSON	\$138,258
SANTAQUIN	\$124,096
Lindon	\$139,131
Average	\$143,609



Job # 760 - CLERK / CASHIER

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Updated	
									Min	Mid	Max	Low	High	Avg		
MURRAY	Treasurer's Clerk/CSR-Grade 11	City Treasurer	Jul-17	2080	=	N	0	0	1	\$15.05	\$18.81	\$22.58	\$17.01	\$17.01	\$17.01	12/1/2017
SPRINGVILLE	CUSTOMER SERVICE CLERK 1		Jul-17	1040	=	N	0	0	1	\$14.41	\$16.89	\$19.38	\$14.58	\$14.58	\$14.58	9/13/2017
BRIGHAM CITY	Clerk	City Recorder	Jul-17	2080	=	N	0	0	2	\$12.38	\$14.57	\$16.75	\$14.75	\$15.12	\$14.94	8/1/2017

Job # 1035 - COURT CLERK I

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Updated	
									Min	Mid	Max	Low	High	Avg		
HERRIMAN	Court Clerk I		Jul-16	2080	=	N	0	0	0	\$12.46	\$15.58	\$18.70	\$0.00	\$0.00	\$0.00	1/13/2017
BLUFFDALE	COURT CLERK I	Office Manager	Jul-17	2080	=	N	0	0	1	\$12.85	\$15.81	\$18.77	\$15.97	\$15.97	\$15.97	2/22/2018
MURRAY	Court Clerk I-Grade 10	Court Administrator	Jul-17	2080	=	N	0	0	3	\$14.41	\$18.02	\$21.62	\$14.42	\$16.65	\$15.50	12/1/2017
PAYSON	COURT CLERK I		Jul-17	2080	=	N	0	0	1	\$12.81	\$15.47	\$18.13	\$15.70	\$15.70	\$15.70	9/27/2017
SPRINGVILLE	P/T ONLY - ASST. COURT CLERK		Jul-17	1040	=	N	0	0	2	\$14.41	\$16.89	\$19.38	\$13.99	\$14.54	\$0.00	9/13/2017
SANTAQUIN	Office Clerk/Sec-Justice Court	ADMINISTRATIVE SERVICES DIRECTOR/TREASURER	Jan-17	2080	=	N	0	0	0	\$12.37	\$14.92	\$17.47	\$0.00	\$0.00	\$0.00	2/2/2018

Job # 2305 - GENERAL OFFICE ASSISTANT I (CLERK / TYPIST)

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Updated	
									Min	Mid	Max	Low	High	Avg		
PARK CITY	Office Assistant III	Varies	Jul-17	2080	=	N	0	0	0	\$15.50	\$16.88	\$18.26	\$17.04	\$17.04	\$17.04	8/31/2017
MIDVALE	Receptionist/Secretary	Human Resource Director/City Recorder	May-18	2080	=	N	0	0	1	\$14.22	\$17.05	\$19.88	\$16.50	\$16.50	\$16.50	2/21/2018
SANTAQUIN	OFFICE CLERK	Department Director	Jan-17	2080	=	N	0	0	3	\$12.37	\$14.92	\$17.47	\$13.81	\$16.65	\$15.36	2/2/2018

Average

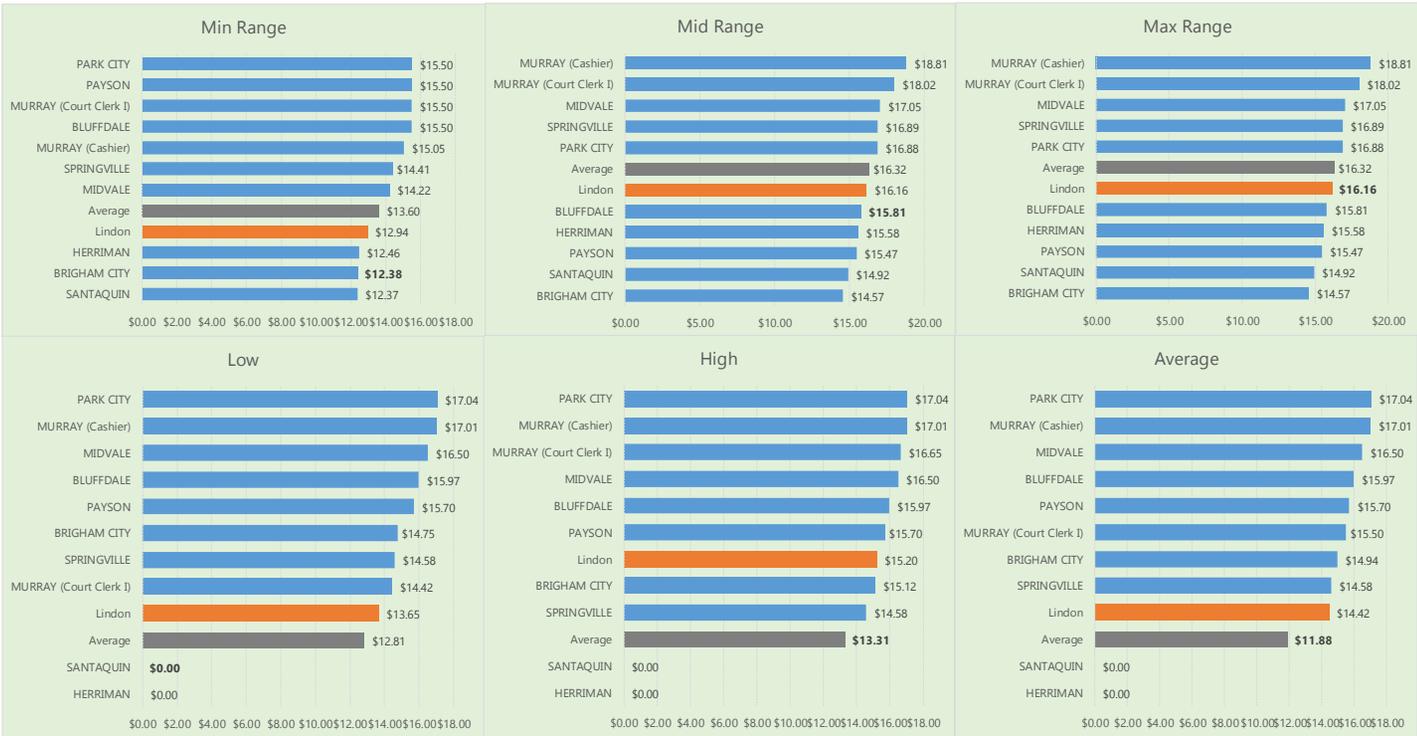
	\$13.60	\$16.32	\$19.03	\$12.81	\$13.31	\$11.88
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LINDON	Community Development Clerk I		Jan-18	2080	=	N	0	0	0	\$12.94	\$16.16	\$19.39	\$13.65	\$15.20	\$14.42	4/9/2018
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										(\$0.66)	(\$0.16)	\$0.36	\$0.84	\$1.89	\$2.54
										-5.13%	-0.97%	1.84%	6.12%	12.41%	17.59%
										12	12	12	12	12	12
										\$1.17	\$1.32	\$1.70	\$6.09	\$6.28	\$7.20
										\$0.34	\$0.38	\$0.49	\$1.76	\$1.81	\$2.08

Range

Min Range	\$15.05
MURRAY (Cashier)	\$14.41
SPRINGVILLE	\$12.38
BRIGHAM CITY	\$12.46
HERRIMAN	\$15.50
BLUFFDALE	\$15.50
MURRAY (Court Clerk I)	\$15.50
PAYSON	\$15.50
SANTAQUIN	\$12.37
PARK CITY	\$15.50
MIDVALE	\$14.22
Lindon	\$12.94
Average	\$13.60
Mid Range	\$18.81
MURRAY (Cashier)	\$16.89
SPRINGVILLE	\$16.89
BRIGHAM CITY	\$15.57
HERRIMAN	\$15.58
BLUFFDALE	\$15.81
MURRAY (Court Clerk I)	\$18.02
PAYSON	\$15.47
SANTAQUIN	\$14.92
PARK CITY	\$16.88
MIDVALE	\$17.05
Lindon	\$16.16
Average	\$16.32
Max Range	\$22.58
MURRAY (Cashier)	\$19.38
SPRINGVILLE	\$16.75
BRIGHAM CITY	\$18.70
HERRIMAN	\$18.70
BLUFFDALE	\$18.77
MURRAY (Court Clerk I)	\$21.62
PAYSON	\$18.13
SANTAQUIN	\$17.47
PARK CITY	\$18.26
MIDVALE	\$19.88
Lindon	\$19.39
Average	\$19.03



Job # 2300 - ADMINISTRATIVE SECRETARY

Entity	Preferred Title	Reports To	Range							Actual								
			As Of	Hr/Yr	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
SPANISH FORK 1	Department Secretary		Oct-17	2080	=	N	0	1	\$32,986	\$41,232	\$49,478	\$44,943	\$44,943	\$44,943	\$19,708	26.18%	\$76,419	10/17/2017
PLEASANT GROVE	ADMINISTRATIVE SERVICES CLERK/COMM DEV	Community Development Director	Jul-17	2080	=	N	0	2	\$0	\$0	\$0	\$37,456	\$44,169	\$40,812	\$11,768	32.81%	\$65,971	2/28/2018
MURRAY 1	Office Administrator III-Grade 10		Jul-17	2080	=	N	0	9	\$29,973	\$37,472	\$44,970	\$31,512	\$44,970	\$37,003	\$15,480	30.92%	\$63,924	12/1/2017
HERRIMAN	Administrative Technician II		Jul-16	2080	=	N	0	1	\$30,074	\$37,587	\$45,100	\$41,600	\$41,600	\$19,488	26.12%	\$71,954	1/13/2017	
SANTAQUIN	DEPT ADMINISTRATIVE ASSISTANT	DEPARTMENT HEADS	Jan-17	2080	=	N	0	4	\$32,095	\$39,006	\$45,916	\$32,926	\$40,352	\$35,589	\$18,369	26.82%	\$63,502	2/2/2018
PARK CITY	Executive Assistant	Varies	Jul-17	2080	=	N	0	4	\$31,125	\$44,288	\$57,450	\$52,000	\$56,241	\$53,699	\$22,741	26.13%	\$90,472	8/31/2017

Job # 2325 - EXECUTIVE SECRETARY

Entity	Preferred Title	Reports To	Range							Actual								
			As Of	Hr/Yr	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
MURRAY 2	Office Administrator III-Grade 14	Varies	Jul-17	2080	=	N	1	7	\$36,150	\$45,188	\$54,226	\$38,438	\$54,226	\$49,109	\$15,480	30.92%	\$79,774	12/1/2017
SPRINGVILLE 1	EXECUTIVE SECRETARY	Department Director	Jul-17	2080	=	N	0	5	\$36,274	\$43,516	\$50,759	\$36,442	\$50,752	\$45,219	\$20,505	28.12%	\$78,440	9/14/2017
SPANISH FORK 2	Department Secretary		Oct-17	2080	=	N	0	6	\$36,322	\$45,402	\$54,483	\$49,035	\$49,035	\$19,708	26.18%	\$81,583	10/17/2017	

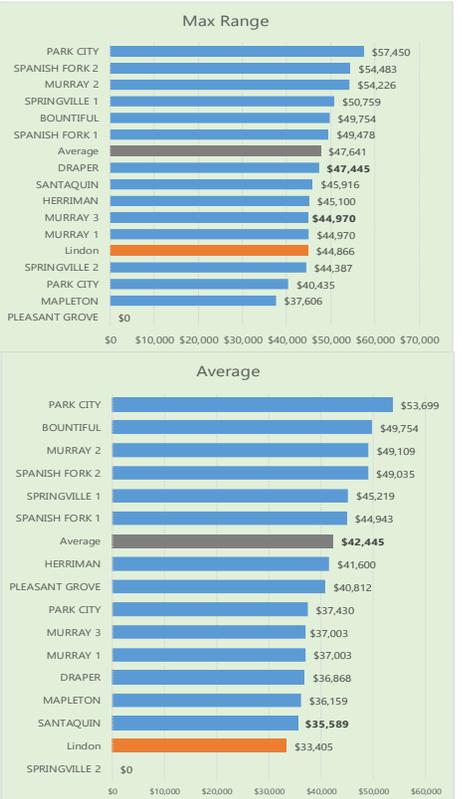
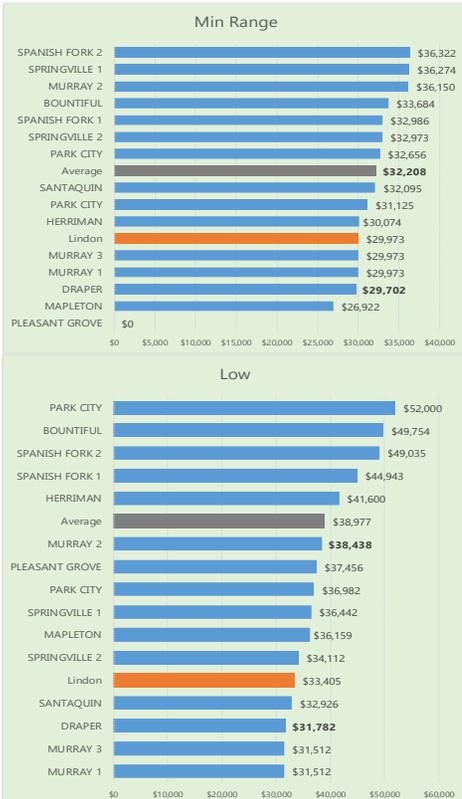
Job # 2355 - SECRETARY II

Entity	Preferred Title	Reports To	Range							Actual								
			As Of	Hr/Yr	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
BOUNTIFUL	Administrative Assistant	Street Director	Aug-17	2080	=	N	0	1	\$33,684	\$41,719	\$49,754	\$49,754	\$49,754	\$49,754	\$17,087	26.72%	\$80,135	8/30/2017
MAPLETON	Deputy City Recorder/Secretary	City Recorder	Jul-17	2080	>	N	0	0	\$26,922	\$32,264	\$37,606	\$36,159	\$36,159	\$12,624	18.85%	\$55,599	2/21/2018	
SPRINGVILLE 2	Office Assistant II		Jul-17	2080	=	N	0	4	\$32,973	\$38,680	\$44,387	\$34,112	\$34,867	\$0	\$20,505	28.12%	\$0	9/18/2017
DRAPER	Secretary/Administrative Assistant II	Various Depts	Jul-17	2080	=	N	0	4	\$29,702	\$38,574	\$47,445	\$31,782	\$46,238	\$36,868	\$19,309	26.12%	\$65,807	9/1/2017
MURRAY 3	Office Administrator II-Grade 10	Varies	Jul-17	2080	=	N	0	9	\$29,973	\$37,472	\$44,970	\$31,512	\$44,970	\$37,003	\$15,480	30.92%	\$63,924	12/1/2017
PARK CITY	Analyst I	Varies	Jul-17	2080	=	N	0	2	\$32,656	\$36,546	\$40,435	\$36,982	\$37,877	\$37,430	\$22,741	26.13%	\$69,952	8/31/2017
Average									\$32,208	\$39,925	\$47,641	\$38,977	\$45,077	\$42,445	\$18,066	27.40%	\$71,961	
LINDON	Police Secretary		Jan-18	2080	=	N	0	2	\$29,973	\$37,419	\$44,866	\$33,405	\$33,405	\$33,405	\$17,569	30.66%	\$61,216	4/20/2018

Difference																			
Difference %																			
# of Respondents																			
Standard Deviation																			
Standard Error																			

Range

Entity	Min Range	Mid Range	Max Range
SPANISH FORK 1	\$32,986	\$41,232	\$49,478
PLEASANT GROVE	\$0	\$0	\$0
MURRAY 1	\$29,973	\$37,472	\$44,970
HERRIMAN	\$30,074	\$37,587	\$45,100
SANTAQUIN	\$32,095	\$39,006	\$45,916
PARK CITY	\$31,125	\$44,288	\$57,450
MURRAY 2	\$36,150	\$45,188	\$54,226
SPRINGVILLE 1	\$36,274	\$43,516	\$50,759
SPANISH FORK 2	\$36,322	\$45,402	\$54,483
BOUNTIFUL	\$33,684	\$41,719	\$49,754
MAPLETON	\$26,922	\$32,264	\$37,606
SPRINGVILLE 2	\$32,973	\$38,680	\$44,387
DRAPER	\$29,702	\$38,574	\$47,445
MURRAY 3	\$29,973	\$37,472	\$44,970
PARK CITY	\$32,656	\$36,546	\$40,435
Lindon	\$29,973	\$37,419	\$44,866
Average	\$32,208	\$39,925	\$47,641
SPANISH FORK 1	\$32,986	\$41,232	\$49,478
PLEASANT GROVE	\$0	\$0	\$0
MURRAY 1	\$29,973	\$37,472	\$44,970
HERRIMAN	\$30,074	\$37,587	\$45,100
SANTAQUIN	\$32,095	\$39,006	\$45,916
PARK CITY	\$31,125	\$44,288	\$57,450
MURRAY 2	\$36,150	\$45,188	\$54,226
SPRINGVILLE 1	\$36,274	\$43,516	\$50,759
SPANISH FORK 2	\$36,322	\$45,402	\$54,483
BOUNTIFUL	\$33,684	\$41,719	\$49,754
MAPLETON	\$26,922	\$32,264	\$37,606
SPRINGVILLE 2	\$32,973	\$38,680	\$44,387
DRAPER	\$29,702	\$38,574	\$47,445
MURRAY 3	\$29,973	\$37,472	\$44,970
PARK CITY	\$32,656	\$36,546	\$40,435
Lindon	\$29,973	\$37,419	\$44,866
Average	\$32,208	\$39,925	\$47,641
SPANISH FORK 1	\$32,986	\$41,232	\$49,478
PLEASANT GROVE	\$0	\$0	\$0
MURRAY 1	\$29,973	\$37,472	\$44,970
HERRIMAN	\$30,074	\$37,587	\$45,100
SANTAQUIN	\$32,095	\$39,006	\$45,916
PARK CITY	\$31,125	\$44,288	\$57,450
MURRAY 2	\$36,150	\$45,188	\$54,226
SPRINGVILLE 1	\$36,274	\$43,516	\$50,759
SPANISH FORK 2	\$36,322	\$45,402	\$54,483
BOUNTIFUL	\$33,684	\$41,719	\$49,754
MAPLETON	\$26,922	\$32,264	\$37,606
SPRINGVILLE 2	\$32,973	\$38,680	\$44,387
DRAPER	\$29,702	\$38,574	\$47,445
MURRAY 3	\$29,973	\$37,472	\$44,970
PARK CITY	\$32,656	\$36,546	\$40,435
Lindon	\$29,973	\$37,419	\$44,866
Average	\$32,208	\$39,925	\$47,641



Job # 1042 - SENIOR COURT CLERK

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Fisa	Resp	#Rpts	Inc	Range			Actual				Ben\$	Ben%	TCV	Updated
									Min	Mid	Max	Low	High	Avg					
MURRAY	Senior Court Clerk - Grade 16	Court Administrator	Jul-17	2080	N	N	0	0	1	\$39,874	\$49,848	\$59,821	\$54,746	\$54,746	\$54,746	\$15,480	30.92%	\$87,153	12/1/2017
PAYSON	Lead Court Clerk		Jul-17	2080	N	N	0	0	1	\$39,728	\$48,131	\$56,534	\$52,666	\$52,666	\$52,666	\$19,938	26.91%	\$86,776	9/27/2017

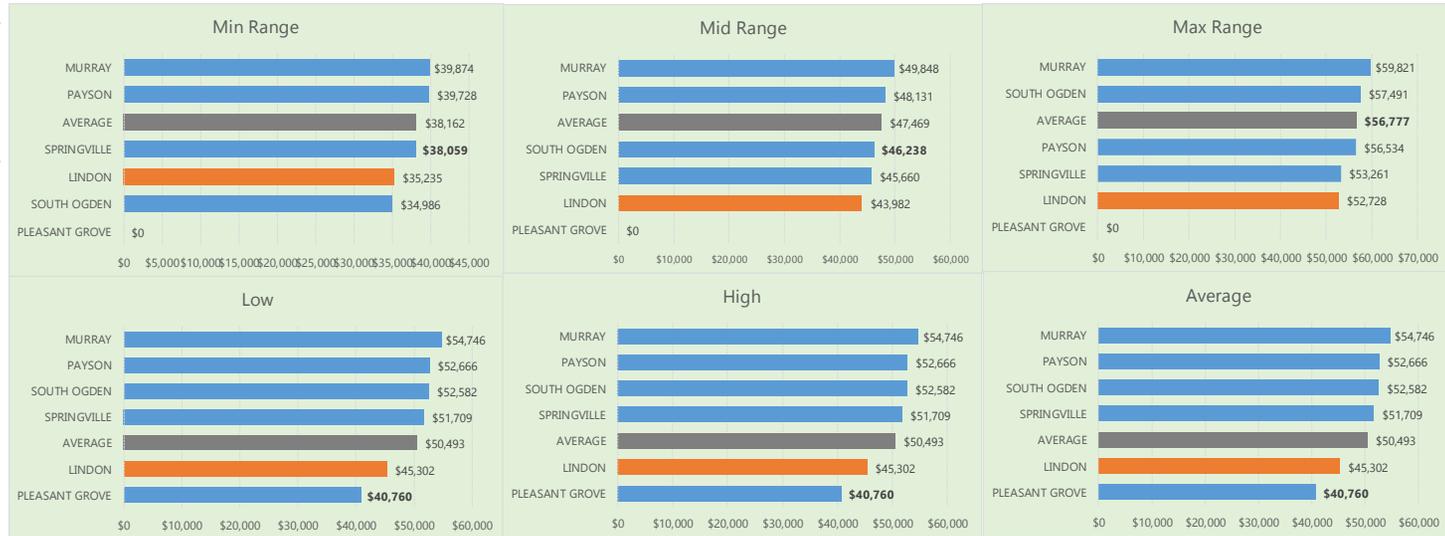
Job # 1045 - COURT CLERK SUPERVISOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Fisa	Resp	#Rpts	Inc	Range			Actual				Ben\$	Ben%	TCV	Updated
									Min	Mid	Max	Low	High	Avg					
SPRINGVILLE	Court Clerk Supervisor	Judge	Jul-17	2080	=	N	4	0	1	\$38,059	\$45,660	\$53,261	\$51,709	\$51,709	\$51,709	\$20,505	28.12%	\$86,755	9/13/2017
PLEASANT GROVE	COURT CLERK SUPERVISOR	Justice Court Judge	Jul-17	2080	=	N	0	0	1	\$0	\$0	\$0	\$40,760	\$40,760	\$40,760	\$11,768	32.81%	\$65,901	2/28/2018
SOUTH OGDEN	Court Clerk Supervisor	Admin Services Dir	Jul-17	2080	=	N	0	0	1	\$34,986	\$46,238	\$57,491	\$52,582	\$52,582	\$52,582	\$9,715	13.14%	\$69,206	9/26/2017

Average									\$38,162	\$47,469	\$56,777	\$50,493	\$50,493	\$50,493	\$15,481	26.38%	\$79,158		
LINDON	Court Clerk		Jan-18	2080	=	N	0	0	1	\$35,235	\$43,982	\$52,728	\$45,302	\$45,302	\$45,302	\$17,589	30.66%	\$76,763	3/29/2018
Difference									(\$2,927)	(\$3,487)	(\$4,049)	(\$5,191)	(\$5,191)	(\$5,191)	\$2,088	4.28%	(\$2,395)		
Difference %									-8.31%	-7.93%	-7.68%	-11.46%	-11.46%	-11.46%	11.88%	13.96%	-3.12%		
# of Respondents									5	5	5	5	5	5	6	6	6		
Standard Deviation									\$2,272	\$1,905	\$2,720	\$5,554	\$5,554	\$5,554	\$4,799	7.78%	\$10,659		
Standard Error									\$1,015.90	\$852	\$1,216	\$2,267	\$2,267	\$2,267	\$1,959	3.17%	\$4,352		

Range

Entity	Min Range	Mid Range	Max Range
MURRAY	\$39,874	\$49,848	\$59,821
PAYSON	\$39,728	\$48,131	\$56,534
SPRINGVILLE	\$38,059	\$45,660	\$53,261
PLEASANT GROVE	\$0	\$0	\$0
SOUTH OGDEN	\$34,986	\$46,238	\$57,491
LINDON	\$35,235	\$43,982	\$52,728
AVERAGE	\$38,162	\$47,469	\$56,777



Job # 1610 - CROSSING GUARD

Entity	Preferred Title	Reports To	As Of	Hr/Wk <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Updated
									Min	Mid	Max	Low	High	Avg	
SANTAQUIN	CROSSING GUARD		24	N	0	0	1		\$8.69	\$10.37	\$12.05	\$11.96	\$11.96	\$11.96	2/2/2018
BLUFFDALE	CROSSING GUARD		17.5	N	0	0	7		\$9.00	\$10.00	\$11.00	\$9.00	\$10.40	\$9.50	2/22/2018
BOUNTIFUL	CROSSING GUARD		18	N	0	0	31		\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	9/13/2017
WASHINGTON TERRACE	CROSSING GUARD		10	N			3		\$9.00	\$9.00	\$9.00	\$9.00	\$9.00	\$9.00	1/4/2018
WEST POINT CITY	CROSSING GUARD		8	N	0	0	8		\$7.40	\$7.78	\$8.16	\$8.16	\$8.16	\$8.16	3/2/2018
DRAPER	CROSSING GUARD		10	N	0	0	43		\$12.98	\$16.19	\$19.39	\$13.52	\$13.52	\$13.52	2/10/2017

Average															
			Jan-18	20	=	N	0	0	3	\$9.43	\$10.47	\$11.52	\$10.19	\$10.42	\$10.27

LONDON	Crossing Guard		Jan-18	20	=	N	0	0	3	\$8.88	\$11.09	\$13.30	\$8.88	\$11.08	\$9.78	4/9/2018
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Difference	(\$0.55)	\$0.62	\$1.78	(\$1.31)	\$0.66	(\$0.49)
Difference %	-6.17%	5.57%	13.41%	-14.75%	5.93%	-5.04%
# of Respondents	6	6	6	6	6	4
Standard Deviation	\$1.88	\$2.94	\$4.10	\$2.08	\$2.00	\$2.03
Standard Error	\$0.77	\$1.20	\$1.68	\$0.85	\$0.82	\$1.02

Range

SANTAQUIN	\$8.69
BLUFFDALE	\$9.00
BOUNTIFUL	\$9.50
WASHINGTON TERRACE	\$9.00
WEST POINT CITY	\$7.40
DRAPER	\$12.98
LONDON	\$8.88
AVERAGE	\$9.43
SANTAQUIN	\$10.37
BLUFFDALE	\$10.00
BOUNTIFUL	\$9.50
WASHINGTON TERRACE	\$9.00
WEST POINT CITY	\$7.78
DRAPER	\$16.19
LONDON	\$11.09
AVERAGE	\$10.47
SANTAQUIN	\$12.05
BLUFFDALE	\$11.00
BOUNTIFUL	\$9.50
WASHINGTON TERRACE	\$9.00
WEST POINT CITY	\$8.16
DRAPER	\$19.39
LONDON	\$13.30
AVERAGE	\$11.52



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	
SOUTH OGDEN	Public Works Assistant Director	Public Works Director	Jul-17	2080	=	N	0	0	1	\$67,617	\$87,910	\$108,202	\$76,294	\$76,294	\$76,294	\$9,715	13.14%	\$96,034	9/28/2017

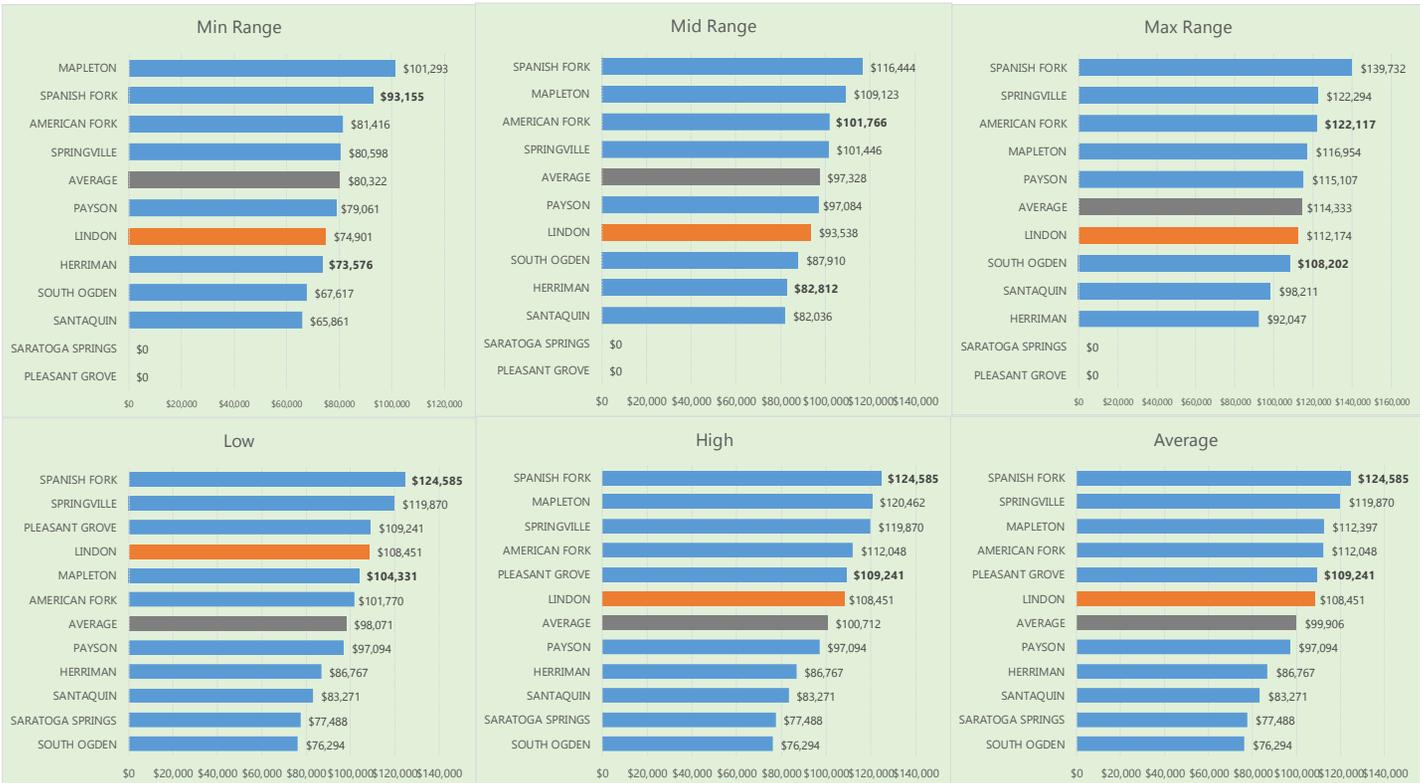
Job # 2025 - PUBLIC WORKS DIRECTOR /GENERAL MANAGER

			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-17	2080	=	Y	0	0	1	\$93,155	\$116,444	\$139,732	\$124,585	\$124,585	\$124,585	\$19,708	26.18%	\$176,916	10/17/2017
SPRINGVILLE	PUBLIC WORKS DIRECTOR	City Administrator	Jul-17	2080	N	N	0	0	1	\$80,598	\$101,446	\$122,294	\$119,870	\$119,870	\$20,505	28.12%	\$174,083	9/18/2017	
MAPLETON	Public Works Director	City Administrator/PSD	Jul-17	2080	N	N	0	0	1	\$101,293	\$109,123	\$116,954	\$104,331	\$120,462	\$112,397	\$12,624	18.85%	\$146,208	2/21/2018
AMERICAN FORK	PUBLIC WORKS DIRECTOR		Jul-16	2080	=	Y	0	0	1	\$81,416	\$101,766	\$122,117	\$101,770	\$112,048	\$15,657	32.31%	\$163,907	3/1/2017	
PLEASANT GROVE	PUBLIC WORKS DIRECTOR	City Administrator	Jul-17	2080	=	N	0	0	1	\$0	\$0	\$0	\$109,241	\$109,241	\$109,241	\$11,768	32.81%	\$156,851	2/28/2018
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	01/2017	2080	=	Y	8	1	1	\$65,861	\$82,036	\$98,211	\$83,271	\$83,271	\$83,271	\$18,369	26.82%	\$123,973	2/2/2018
HERRIMAN	Operations Director		Jul-16	2080	=	N	0	0	1	\$73,576	\$82,812	\$92,047	\$86,767	\$86,767	\$19,488	26.12%	\$128,919	1/13/2017	
PAYSON	PUBLIC WORKS DIRECTOR/COMMUNITY DEVELOPMENT DIRECTOR		Jul-17	2080	Y	0	0	1	\$79,061	\$97,084	\$115,107	\$97,094	\$97,094	\$97,094	\$19,938	26.91%	\$143,160	9/27/2017	

Average			As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
LINDON	Director of Public Works	City Administrator	Jan-18	2080	=	N	0	0	1	\$74,901	\$93,538	\$112,174	\$108,451	\$108,451	\$108,451	\$17,569	30.66%	\$159,276	4/14/2018
									\$80,322	\$97,328	\$114,333	\$98,071	\$100,712	\$99,906	\$16,130	25.74%	\$142,131		
Difference									(\$5,421)	(\$3,790)	(\$2,159)	\$10,380	\$7,739	\$8,546	\$1,439	4.92%	\$17,145		
Difference %									-7.24%	-4.05%	-1.92%	9.57%	7.14%	7.88%	8.19%	16.05%	10.76%		
# of Respondents									8	8	8	10	10	10	10	10	10		
Standard Deviation									\$12,091	\$12,390	\$14,980	\$17,002	\$18,784	\$17,999	\$3,975	5.85%	\$26,920		
Standard Error									\$4,275	\$4,380	\$5,296	\$5,376	\$5,940	\$5,692	\$1,257	1.85%	\$8,513		

Range

SOUTH OGDEN	\$67,617
SPANISH FORK	\$93,155
SPRINGVILLE	\$80,598
MAPLETON	\$101,293
AMERICAN FORK	\$81,416
PLEASANT GROVE	\$0
SARATOGA SPRINGS	\$0
SANTAQUIN	\$65,861
HERRIMAN	\$73,576
PAYSON	\$79,061
LINDON	\$74,901
AVERAGE	\$80,322
SOUTH OGDEN	\$87,910
SPANISH FORK	\$116,444
SPRINGVILLE	\$101,446
MAPLETON	\$109,123
AMERICAN FORK	\$101,766
PLEASANT GROVE	\$0
SARATOGA SPRINGS	\$0
SANTAQUIN	\$82,036
HERRIMAN	\$82,812
PAYSON	\$97,084
LINDON	\$93,538
AVERAGE	\$97,328
SOUTH OGDEN	\$108,202
SPANISH FORK	\$139,732
SPRINGVILLE	\$122,294
MAPLETON	\$116,954
AMERICAN FORK	\$122,117
PLEASANT GROVE	\$0
SARATOGA SPRINGS	\$0
SANTAQUIN	\$98,211
HERRIMAN	\$92,047
PAYSON	\$92,047
LINDON	\$115,107
AVERAGE	\$114,333



Job # 1905 - EQUIPMENT OPERATOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range				Actual						
									Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
PAYSON	Equipment Operator		Jul-17	2080	=	N	0	0	1	\$31,970	\$38,969	\$45,968	\$42,286	\$42,286	\$42,286	\$19,938	26.91%	\$73,603	9/27/2017
SANTAQUIN	Public Works Maintenance/Equipment Operator	Public Works Operations Manager	Jan-17	2080	=	N	0	0	4	\$32,095	\$39,006	\$45,916	\$36,462	\$43,930	\$41,205	\$18,369	26.82%	\$70,625	2/2/2018
BOUNTIFUL	Light Equipment Operator	Streets Maint Supervisor	Aug-17	2080	=	N	0	0	4	\$35,381	\$45,105	\$54,829	\$37,128	\$43,035	\$40,976	\$17,087	26.72%	\$69,012	9/6/2017
MIDVALE	Equipment Operator II	Streets/Parks Manager	May-18	2080	=	N	0	0	4	\$34,943	\$42,782	\$50,621	\$37,440	\$39,748	\$38,698	\$19,025	26.72%	\$68,063	5/17/2018
DRAPER	Equipment Operator I	Streets Manager	Jul-17	2080	=	N	0	0	4	\$29,702	\$38,574	\$47,445	\$34,674	\$34,674	\$19,309	26.12%	\$63,040	9/1/2017	
MURRAY	Equipment Operator I - Grade 12	Field Supervisor	Jul-17	2080	=	N	0	0	5	\$32,885	\$41,112	\$49,338	\$34,133	\$49,338	\$43,813	\$15,480	30.92%	\$72,840	12/1/2017
SPRINGVILLE 1	EQUIPMENT OPERATOR II		Jul-17	2080	=	N	0	0	2	\$36,274	\$43,516	\$50,759	\$34,136	\$47,050	\$0	\$20,505	28.12%	\$0	9/13/2017

Job # 2096 - STREET MAINTENANCE OPERATOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range				Actual						
									Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
HERRIMAN	Streets Technician II		Jul-16	2080	=	N	0	0	3	\$25,912	\$35,506	\$45,100	\$35,366	\$39,093	\$33,280	\$19,488	26.12%	\$61,461	1/13/2017
SPRINGVILLE 2	STREET OPERATOR I/II		Jul-17	2080	=	N	0	0	5	\$32,973	\$41,866	\$50,759	\$32,968	\$47,050	\$35,069	\$20,505	28.12%	\$65,436	9/13/2017
BLUFFDALE	Street Maintenance Worker I	Street Superintendent	Jul-17	2080	=	N	0	0	1	\$28,065	\$34,532	\$40,999	\$38,480	\$38,480	\$17,191	27.99%	\$66,442	2/22/2018	
EAGLE MOUNTAIN	STREET MAINTENANCE OPERATOR	Streets Supervisor	Feb-18	2080	>	N	0	0	4	\$31,369	\$38,270	\$45,172	\$35,214	\$38,022	\$36,358	\$10,424	18.28%	\$53,792	2/22/2018
PLEASANT GROVE	STREETS - UTILITY OPERATOR I & II	Streets/Storm Drain Superintendent	Jul-17	2080	>	N	0	0	4	\$0	\$0	\$0	\$33,426	\$37,814	\$35,365	\$11,768	32.81%	\$58,736	2/28/2018

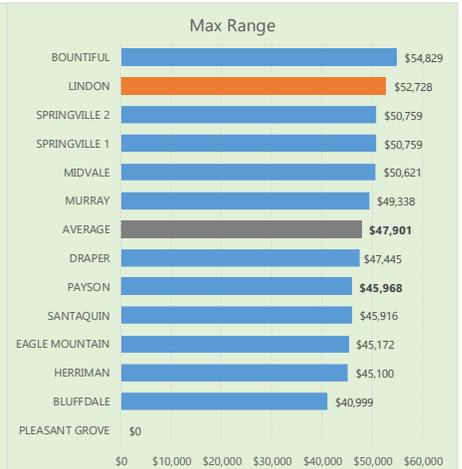
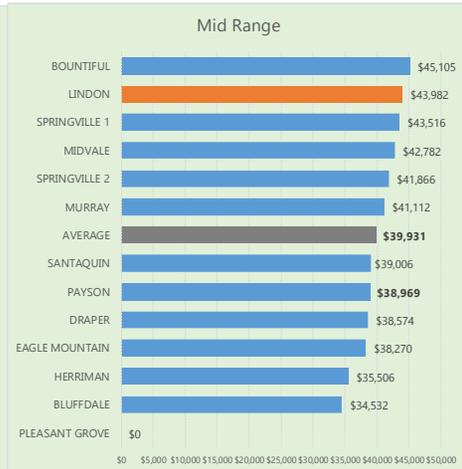
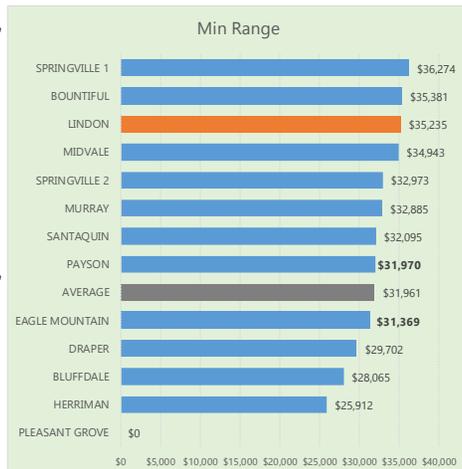
Average									\$31,961	\$39,931	\$47,901	\$35,976	\$41,710	\$38,200	\$17,424	27.14%	\$65,732
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LINDON	Equipment Operator		Jan-18	2080	=	N	0	0	1	\$35,235	\$43,982	\$52,728	\$52,728	\$52,728	\$17,569	30.66%	\$86,466	3/29/2018
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Difference	\$3,274	\$4,051	\$4,827	\$16,752	\$11,018	\$14,528	\$145	3.52%	\$20,734
Difference %	9.29%	9.21%	9.16%	31.77%	20.90%	27.55%	0.82%	11.49%	23.98%
# of Respondents	11	11	11	12	12	11	12	12	11
Standard Deviation	\$3,135	\$3,286	\$3,803	\$2,607	\$4,489	\$3,509	\$3,324	3.44%	\$6,084
Standard Error	\$945	\$991	\$1,147	\$753	\$1,296	\$1,058	\$959	0.99%	\$1,835

Range

PAYSON	\$31,970
SANTAQUIN	\$32,095
BOUNTIFUL	\$35,381
MIDVALE	\$34,943
DRAPER	\$29,702
MURRAY	\$32,885
SPRINGVILLE 1	\$36,274
HERRIMAN	\$25,912
SPRINGVILLE 2	\$32,973
BLUFFDALE	\$28,065
EAGLE MOUNTAIN	\$31,369
PLEASANT GROVE	\$0
LINDON	\$35,235
AVERAGE	\$31,961
Mid Range	
PAYSON	\$38,969
SANTAQUIN	\$39,006
BOUNTIFUL	\$45,105
MIDVALE	\$42,782
DRAPER	\$38,574
MURRAY	\$41,112
SPRINGVILLE 1	\$43,516
HERRIMAN	\$35,506
SPRINGVILLE 2	\$41,866
BLUFFDALE	\$34,532
EAGLE MOUNTAIN	\$38,270
PLEASANT GROVE	\$0
LINDON	\$43,982
AVERAGE	\$39,931
Max Range	
PAYSON	\$45,968
SANTAQUIN	\$45,916
BOUNTIFUL	\$54,829
MIDVALE	\$50,621
DRAPER	\$47,445
MURRAY	\$49,338
SPRINGVILLE 1	\$50,759
HERRIMAN	\$45,100
SPRINGVILLE 2	\$50,759
BLUFFDALE	\$40,999
EAGLE MOUNTAIN	\$45,172
PLEASANT GROVE	\$0
LINDON	\$52,728
AVERAGE	\$47,901



Job # 645-Public Facilities Manager

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual				TCV	Updated	
										Min	Mid	Max	Low	High	Avg	Ben\$			Ben%
SPANISH FORK	Building & Grounds Division Manager	Parks and Rec. Director	Oct-17	2080	=	Y	0	0	1	\$54,742	\$68,428	\$82,113	\$78,008	\$78,008	\$78,008	\$19,708	26.18%	\$118,142	2/16/2018
PARK CITY	Building Maintenance Supervisor	PW Operations Manager	Jul-17	2080	=	N	4	5	1	\$57,279	\$70,746	\$84,214	\$77,935	\$77,935	\$77,935	\$22,741	26.13%	\$121,042	8/31/2017
LOGAN	Facilities Manager	Administrative Services Dir.	Jul-17	2080	=	Y	7	7	2	\$56,270	\$70,338	\$84,405	\$63,722	\$63,722	\$63,722	\$14,218	29.12%	\$96,496	9/15/2017
DRAPER	Facilities Manager	Public Works Director	Jul-17	2080	=	Y	10	0	1	\$47,819	\$62,108	\$76,398	\$63,024	\$63,024	\$63,024	\$19,309	26.12%	\$98,795	9/1/2017
BRIGHAM CITY	Building Maintenance Supervisor	Community Development Director	Jul-17	2080	=	N	1	1	1	\$52,713	\$62,016	\$71,318	\$59,987	\$59,987	\$59,987	\$15,697	26.13%	\$91,358	9/7/2017
MURRAY	Facilities and Fleet Manager - Grade 22	Administrative Services Director	Jul-17	2080	=	N	8	0	0	\$53,227	\$66,528	\$79,830	\$0	\$0	\$0	\$15,480	30.92%	\$0	12/1/2017
PLEASANT GROVE	Facilities Manager	Parks & Recreation Director	Jul-17	2080	>		0	0	1	\$0	\$0	\$0	\$41,040	\$41,040	\$41,040	\$11,768	32.81%	\$66,273	2/28/2018
Average										\$53,675	\$66,694	\$79,713	\$63,953	\$63,953	\$63,953	\$14,865	24.68%	\$98,684	
LINDON	Facilities & Fleet Manager	City Administrator	Jan-18	2080	=	N	0	0	0	\$41,392	\$51,709	\$62,026	\$43,659	\$43,659	\$43,659	\$17,569	30.66%	\$74,616	4/14/2018
Difference										(\$12,283)	(\$14,985)	(\$17,687)	(\$20,294)	(\$20,294)	(\$20,294)	\$2,704	5.98%	(\$24,068)	
Difference %										-28.67%	-28.98%	-28.52%	-46.48%	-46.48%	-46.48%	15.39%	19.52%	-32.26%	
# of Respondents										5	5	5	6	6	6	6	6	6	
Standard Deviation										\$25,008	\$4,348	\$5,690	\$27,204	\$27,204	\$27,204	\$3,758	\$0	\$41,503	
Standard Error										\$11,184	\$1,944	\$2,545	\$11,106	\$11,106	\$11,106	\$1,534	1.14%	\$16,943	



Job # 780 - FINANCE DIRECTOR

Entity	Preferred Title	Reports To	Range										Actual						
			As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
MAPLETON	Recorder/Finance Director	Finance Controller	Jul-17	2080	N	N	0	0	1	\$69,607	\$78,207	\$86,806	\$71,696	\$91,237	\$91,237	\$12,624	18.85%	\$121,060	2/21/2018
PLEASANT GROVE	FINANCE DIRECTOR	City Administrator	Jul-17	2080	=	N	0	0	1	\$0	\$0	\$0	\$108,202	\$108,202	\$11,768	32.81%	\$155,470	2/28/2018	
SPANISH FORK	FINANCE DIRECTOR		Oct-17	2080	=	Y	0	0	1	\$84,455	\$105,568	\$126,682	\$118,473	\$118,473	\$19,708	26.18%	\$169,203	10/17/2017	
SPRINGVILLE	FINANCE DIRECTOR	City Administrator	Jul-17	2080	N	N	0	0	1	\$76,123	\$95,259	\$114,395	\$123,614	\$123,614	\$20,505	28.12%	\$178,880	9/14/2017	
COTTONWOOD HEIGHTS	Finance Director	City Manager	Jul-17	2080	=	N	0	0	1	\$76,001	\$92,957	\$109,913	\$109,913	\$109,913	\$15,801	23.23%	\$151,247	9/27/2017	
WOODS CROSS	Recorder/Finance Director	City Administrator	Jul-17	Jul-17	=	N	0	0	0	\$57,706	\$72,496	\$87,286	\$59,612	\$59,612	\$18,668	30.42%	\$96,414	5/14/2018	
WASHINGTON TERRACE	Budget Officer/Finance Director	City Manager	Jul-17	2080	=	Y	1	1	1	\$56,000	\$71,540	\$87,079	\$87,068	\$87,068	\$9,372	23.65%	\$117,032	12/29/2017	
WEST POINT CITY	FINANCE DIRECTOR		Jul-17	2080	N	0	0	0	1	\$68,434	\$81,458	\$94,483	\$71,400	\$71,400	\$14,266	19.14%	\$99,332	3/2/2018	
PAYSON	CITY RECORDER/FINANCE DIRECTOR		Jul-17	2080	Y	0	0	0	1	\$75,483	\$94,307	\$113,131	\$94,307	\$94,307	\$19,938	26.91%	\$139,623	9/27/2017	
HERRIMAN	Finance Director	Mayor	Jul-16	2080	=	N	0	0	1	\$94,817	\$106,669	\$118,521	\$103,917	\$103,917	\$19,488	26.12%	\$150,548	001/13/2017	

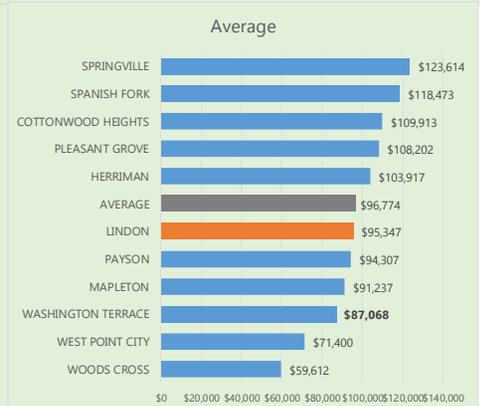
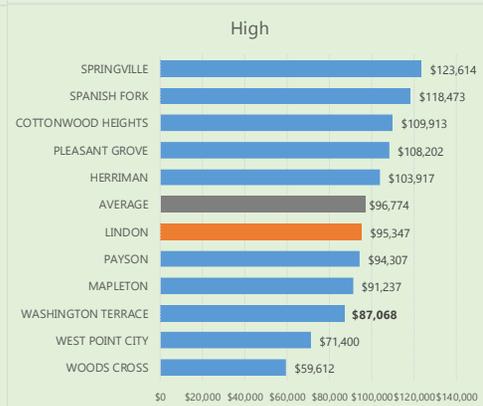
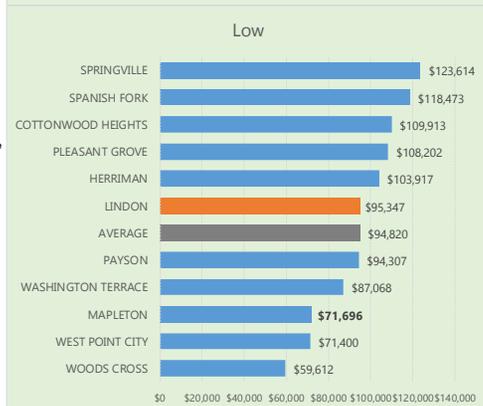
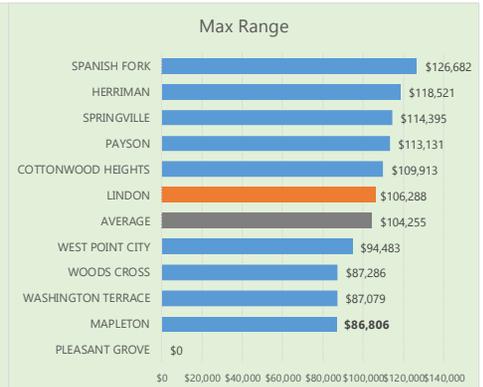
Average \$73,181 \$88,718 \$104,255 \$94,820 \$96,774 \$96,774 \$16,214 25.54% \$137,881

LINDON	Finance Director	City Administrator	Jan-18	2080	=	Y	0	0	1	\$70,949	\$88,618	\$106,288	\$95,347	\$95,347	\$95,347	\$17,569	30.66%	\$142,154	3/29/2018
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Difference																			
Difference %																			
# of Respondents																			
Standard Deviation																			
Standard Error																			

Range

MAPLETON	\$69,607
PLEASANT GROVE	\$0
SPANISH FORK	\$84,455
SPRINGVILLE	\$76,123
COTTONWOOD HEIGHTS	\$76,001
WOODS CROSS	\$57,706
WASHINGTON TERRACE	\$56,000
WEST POINT CITY	\$68,434
PAYSON	\$75,483
HERRIMAN	\$94,817
LINDON	\$70,949
AVERAGE	\$73,181
MAPLETON	\$78,207
PLEASANT GROVE	\$0
SPANISH FORK	\$105,568
SPRINGVILLE	\$95,259
COTTONWOOD HEIGHTS	\$92,957
WOODS CROSS	\$72,496
WASHINGTON TERRACE	\$71,540
WEST POINT CITY	\$81,458
PAYSON	\$94,307
HERRIMAN	\$106,669
LINDON	\$88,618
AVERAGE	\$88,718
MAPLETON	\$86,806
PLEASANT GROVE	\$0
SPANISH FORK	\$126,682
SPRINGVILLE	\$114,395
COTTONWOOD HEIGHTS	\$109,913
WOODS CROSS	\$87,286
WASHINGTON TERRACE	\$87,079
WEST POINT CITY	\$94,483
PAYSON	\$113,131
HERRIMAN	\$118,521
LINDON	\$106,288
AVERAGE	\$104,255



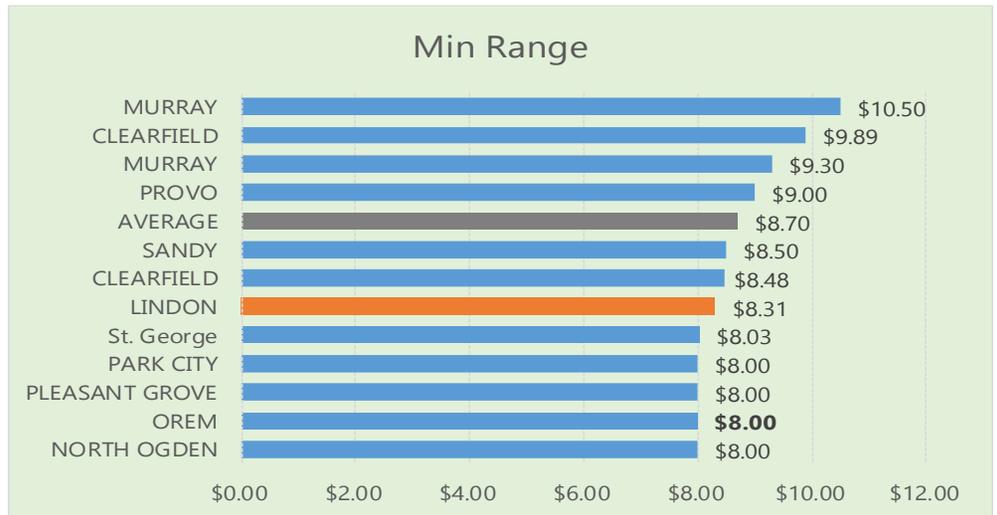
Temp / Seasonal / Part-time

Entity	Preferred Title	Hrs/Wk	Inc	Min
MURRAY	LIFEGUARD (PART TIME/SEASONAL) - P6	20	11	\$10.50
CLEARFIELD	LIFEGUARD	10	15	\$9.89
Job #1215 - LIFEGUARD				
MURRAY	Lifeguard (Part Time) - P4	20	39	\$9.30
NORTH OGDEN	Lifeguard	40	26	\$8.00
PROVO	Lifeguard			\$9.00
OREM	Lifeguard			\$8.00
St. George	Lifeguard			\$8.03
SANDY	Lifeguard			\$8.50
PLEASANT GROVE	Lifeguard			\$8.00
PARK CITY	Lifeguard/Recreation Worker III, IV	28.8	22	\$8.00
CLEARFIELD	Lifeguard	10	42	\$8.48
Average			45	\$8.70
LINDON	Lifeguard (combined Lifeguard I, Lead Lifeguard, and Swim Instructor)	40	153	\$8.31
	Lifeguard I			\$7.87
	Lead Lifeguard			\$8.88
	Swim Instructor			\$8.20

Difference	108	(\$0.39)
Difference %		-4.69%
# of Respondents		6
Standard Deviation		\$0.87
Standard Error		\$0.36

Range

	Min Range
NORTH OGDEN	\$8.00
OREM	\$8.00
PLEASANT GROVE	\$8.00
PARK CITY	\$8.00
St. George	\$8.03
LINDON	\$8.31
CLEARFIELD	\$8.48
SANDY	\$8.50
AVERAGE	\$8.70
PROVO	\$9.00
MURRAY	\$9.30
CLEARFIELD	\$9.89
MURRAY	\$10.50



Job # 1251 - RECREATION MANAGER/DIRECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated	
									Min	Mid	Max	Low	High	Avg					
SPANISH FORK 1	Assistant Parks & Recreation Director		Oct-17	2080	=	Y	0	0	1	\$67,426	\$84,282	\$101,138	\$101,138	\$101,138	\$101,138	\$19,708	26.18%	\$147,329	10/17/2017
EAGLE MOUNTAIN	Recreation Manager	Parks & Recreation Director	Feb-18	2080	=	N	0	0	1	\$42,160	\$51,435	\$60,710	\$47,320	\$47,320	\$47,320	\$10,424	19.28%	\$66,867	2/22/2018
SANTAQUIN	Recreation & Events Manger	Assistant City Manager/Community Dev Dir	Jan-17	2080	=	N	7	7	1	\$37,886	\$46,305	\$54,724	\$47,070	\$47,070	\$18,369	26.82%	\$78,063	2/2/2018	
HERRIMAN 1	Events & Recreation Manager		Jul-16	2080	=	N	0	0	1	\$68,883	\$85,477	\$102,071	\$72,118	\$72,118	\$19,488	26.12%	\$110,443	1/13/2017	
PLEASANT GROVE 1	RECREATION MANAGER	Parks & Recreation Director	Jul-17	2080	=	Y	0	0	1	\$0	\$0	\$0	\$65,562	\$65,562	\$65,562	\$11,768	32.81%	\$98,841	2/28/2018
AMERICAN FORK 1	Recreation Superintendent	Parks & Recreation Director	Jul-16	2080	=	N	0	0	1	\$43,430	\$54,288	\$65,146	\$59,730	\$59,730	\$59,730	\$15,657	32.31%	\$94,685	2/3/2017

Job # 1250 - PARKS & RECREATION DIRECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated	
									Min	Mid	Max	Low	High	Avg					
AMERICAN FORK 2	Parks & Recreation Director		Jul-16	2080	=	Y	0	0	1	\$76,918	\$96,138	\$115,357	\$109,848	\$109,848	\$109,848	\$15,657	32.31%	\$160,997	2/3/2017
SPANISH FORK 2	Parks and Recreation Director	City Manager	Oct-17	2080	=	Y	10	10	1	\$94,455	\$105,568	\$126,682	\$101,138	\$101,138	\$101,138	\$19,708	26.18%	\$147,329	10/17/2017
PLEASANT GROVE 2	Parks & Recreation Director	City Administrator	Jul-17	2080	=	N	0	0	1	\$0	\$0	\$0	\$92,647	\$92,647	\$92,647	\$11,768	32.81%	\$134,813	2/28/2018
HERRIMAN 2	Director of Parks, Events and Rec	City Manager	2080	=	N	0	0	0	1	\$73,576	\$91,995	\$110,414	\$86,000	\$86,000	\$86,000	\$19,488	26.12%	\$127,951	1/13/2017
SPRINGVILLE	Parks & Recreation Director		Jul-17	2080	=	N	0	0	1	\$68,405	\$84,190	\$99,975	\$83,824	\$83,824	\$83,824	\$20,505	28.12%	\$127,901	9/18/2017
PAYSON	Recreation Director		Jul-17	2080	=	Y	0	0	1	\$65,562	\$81,401	\$97,240	\$82,618	\$82,618	\$82,618	\$19,938	26.91%	\$124,788	9/27/2017
EAGLE MOUNTAIN	Parks & Recreation Director	City Administrator	Feb-18	2080	=	N	4	0	1	\$72,352	\$88,270	\$104,187	\$82,000	\$82,000	\$82,000	\$10,424	19.28%	\$108,233	2/22/2018

Average																			
										\$63,732	\$79,032	\$94,331	\$79,309	\$79,309	\$79,309	\$16,377	27.33%	\$117,557	
LINDON	Parks & Recreation Director	City Administrator	Jan-18	2080	=	N	0	0	1	\$67,267	\$83,990	\$100,714	\$86,507	\$86,507	\$86,507	\$17,569	30.66%	\$130,603	4/14/2018
	Difference									\$3,535	\$4,958	\$6,383	\$7,198	\$7,198	\$7,198	\$1,192	3.33%	\$13,046	
	Difference %									5.26%	5.90%	6.34%	8.32%	8.32%	8.32%	6.78%	10.87%	9.99%	
	# of Respondents									11	11	11	13	13	13	13	13	13	
	Standard Deviation									\$15,445	\$19,484	\$23,541	\$20,070	\$20,070	\$20,070	\$3,975	4.53%	\$27,936	
	Standard Error									\$4,656.79	\$5,875	\$7,098	\$5,566	\$5,566	\$5,566	\$1,103	1.26%	\$7,748	

Range



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	
SPRINGVILLE	Assis Greenskeeper		Jul-17	2080	=	N	0	0	1	\$36,274	\$43,515	\$50,756	\$43,264	\$43,264	\$43,264	\$20,505	28.12%	\$75,935	9/18/2017
PLEASANT GROVE	ASSISTANT CEMETERY SEXTON	Cemetery Sexton	Jul-17	2080	>	N	0	0	1	\$0	\$0	\$0	\$38,331	\$38,331	\$38,331	\$11,768	32.81%	\$62,675	2/28/2018

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		Jul-16	2080	=	N	0	0	1	\$35,773	\$44,726	\$53,680	\$53,680	\$53,680	\$19,488	26.12%	\$87,189	1/13/2017
MAPLETON	Laborer (Parks & Recreation)	Recreation Director	Jul-17	2080	N	N	0	0	1	\$30,380	\$37,057	\$43,734	\$50,149	\$50,149	\$12,624	18.85%	\$72,226	2/21/2018
EAGLE MOUNTAIN	Park Maintenance Worker III	Parks/Cemetery Supervisor	Feb-18	2080	=	N	0	0	0	\$35,700	\$43,554	\$51,408	\$41,600	\$41,600	\$10,424	19.28%	\$60,044	2/22/2018
SOUTH OGDEN	Park Maintenance III	Public Works Assistant Director	Jul-17	2080	=	N	0	0	1	\$29,912	\$36,500	\$43,087	\$40,518	\$40,518	\$9,715	13.14%	\$55,557	9/26/2017
PARK CITY	Parks III	Parks & Golf Supervisor	Jul-17	2080	<	N	0	0	4	\$37,674	\$44,452	\$51,230	\$46,550	\$46,550	\$22,741	26.13%	\$81,455	8/31/2017

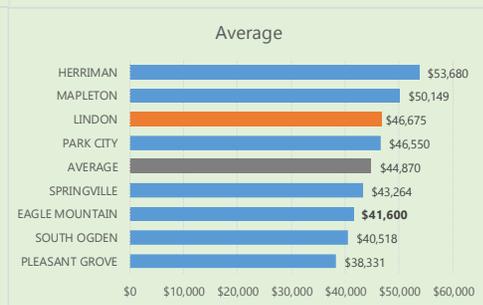
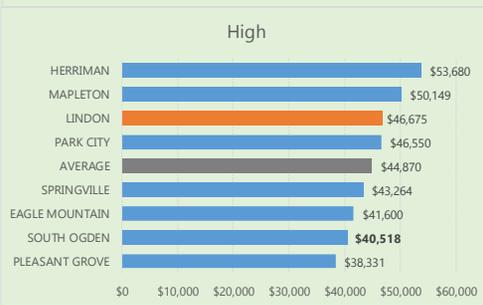
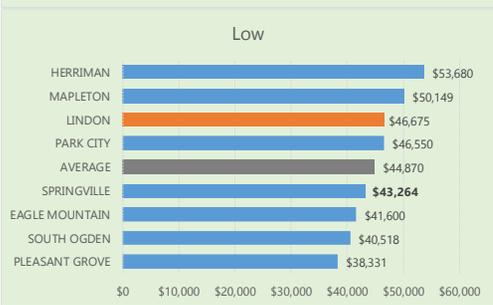
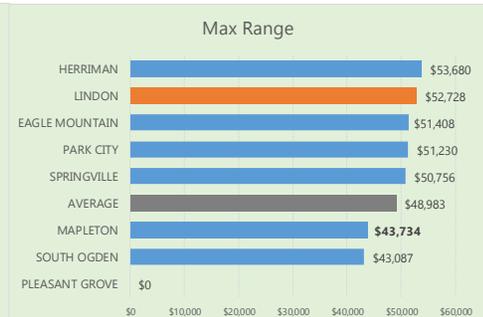
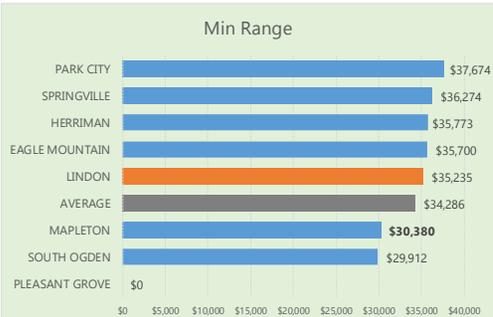
Average \$34,286 \$41,634 \$48,983 \$44,870 \$44,870 \$44,870 \$15,324 23.49% \$70,726

LONDON	Parks Maintenance Technician		Jan-18	2080	=	N	0	0	1	\$35,235	\$43,982	\$52,728	\$46,675	\$46,675	\$17,569	30.66%	\$78,557	3/29/2018
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Difference	\$950	\$2,348	\$3,746	\$1,805	\$1,805	\$1,805	\$2,245	7.17%	\$7,831
Difference %	2.69%	5.34%	7.10%	3.87%	3.87%	3.87%	12.78%	23.38%	9.97%
# of Respondents	6	6	6	7	7	7	7	7	7
Standard Deviation	\$3,287	\$3,796	\$4,437	\$5,527	\$5,527	\$5,527	\$5,394	6.69%	\$11,723
Standard Error	\$1,342	\$1,550	\$1,812	\$2,089	\$2,089	\$2,089	\$2,039	2.53%	\$4,431

Range

SPRINGVILLE	\$36,274
PLEASANT GROVE	\$0
HERRIMAN	\$35,773
MAPLETON	\$30,380
EAGLE MOUNTAIN	\$35,700
SOUTH OGDEN	\$29,912
PARK CITY	\$37,674
LONDON	\$35,235
AVERAGE	\$34,286
Mid Range	
SPRINGVILLE	\$43,515
PLEASANT GROVE	\$0
HERRIMAN	\$44,726
MAPLETON	\$37,057
EAGLE MOUNTAIN	\$43,554
SOUTH OGDEN	\$36,500
PARK CITY	\$44,452
LONDON	\$43,982
AVERAGE	\$41,634
Max Range	
SPRINGVILLE	\$50,756
PLEASANT GROVE	\$0
HERRIMAN	\$53,680
MAPLETON	\$43,734
EAGLE MOUNTAIN	\$51,408
SOUTH OGDEN	\$43,087
PARK CITY	\$51,230
LONDON	\$52,728
AVERAGE	\$48,983



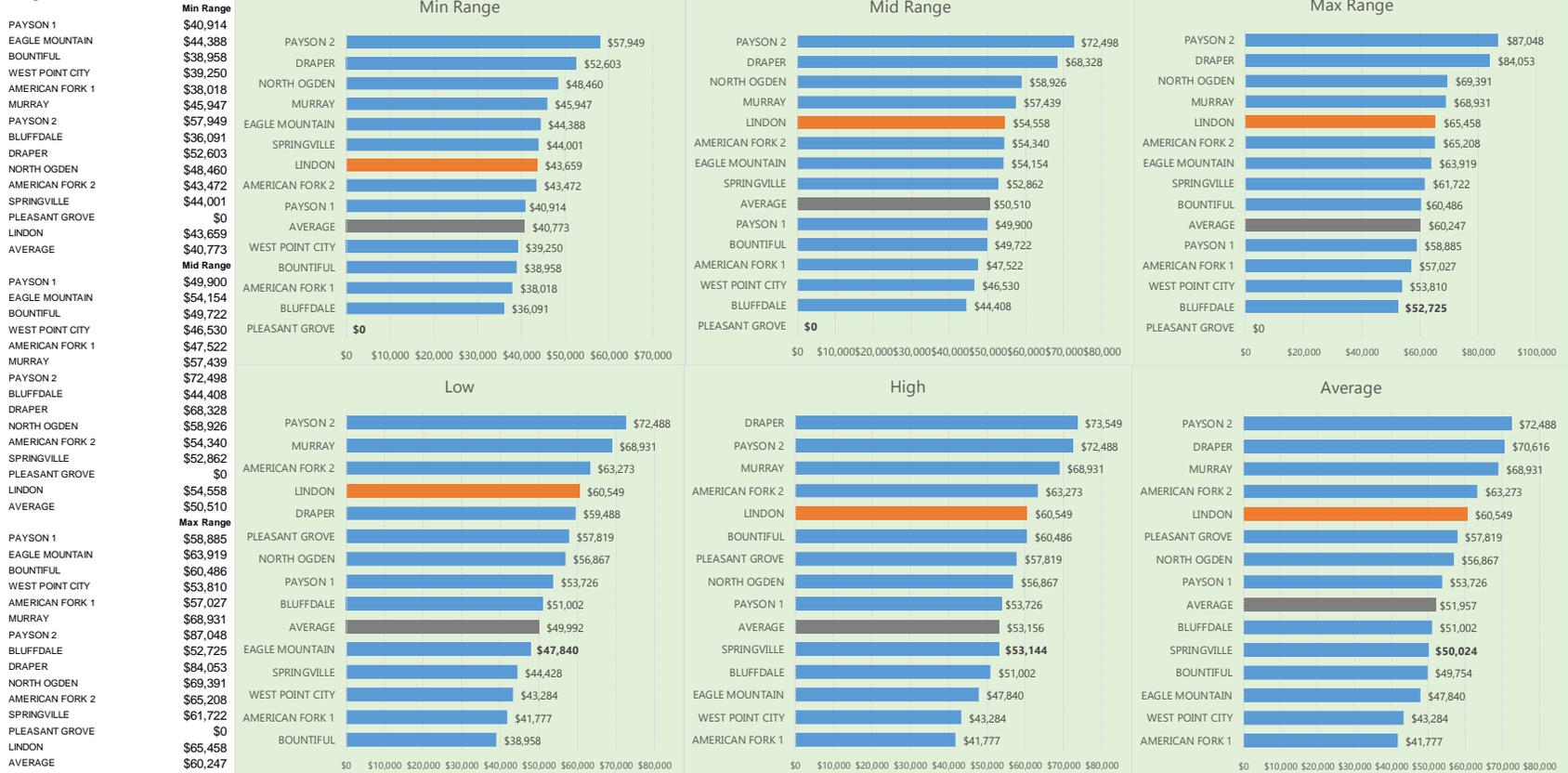
Job # 1220 - PARK MAINTENANCE SUPERVISOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual				Ben\$	Ben%	TCV	Updated
									Min	Mid	Max	Low	High	Avg					
PAYSON 1	Parks Foreman		Jul-17	2080	N	0	0	1	\$40,914	\$49,900	\$58,885	\$53,726	\$53,726	\$53,726	\$19,938	26.91%	\$88,122	9/27/2017	
EAGLE MOUNTAIN	Park/Cemetery Supervisor	Parks & Rec Director	Feb-18	2080	=	N	2	0	\$44,388	\$54,154	\$63,919	\$47,840	\$47,840	\$47,840	\$10,424	19.28%	\$67,487	2/22/2018	
BOUNTFUL	Parks Maintenance Supervisor/Asst Cemetery Sup	Parks & Recreation Director	Aug-17	2080	=	N	0	0	\$38,958	\$49,722	\$60,486	\$38,958	\$60,486	\$49,754	\$17,087	26.72%	\$80,135	8/30/2017	
WEST POINT CITY	Public Works III	Asst City Manager	Jul-17	2080	=	N	5	0	\$39,250	\$46,530	\$53,810	\$43,284	\$43,284	\$43,284	\$14,266	19.14%	\$65,835	3/9/2018	
AMERICAN FORK 1	Park Supervisor		Jul-16	2080	=	N	0	2	\$38,018	\$47,522	\$57,027	\$41,777	\$41,777	\$41,777	\$15,657	32.81%	\$70,932	2/3/2017	
MURRAY	Field Supervisor (Parks) - Grade 19	Varies	Jul-17	2080	=	N	4	4	\$45,947	\$57,439	\$68,931	\$68,931	\$68,931	\$68,931	\$15,480	30.92%	\$105,724	12/1/2017	

Job # 1245 - PARK SUPERINTENDENT

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual				Ben\$	Ben%	TCV	Updated
									Min	Mid	Max	Low	High	Avg					
PAYSON 2	Golf Pro/Parks Department Head		Jul-17	2080	Y	0	0	1	\$57,949	\$72,498	\$87,048	\$72,488	\$72,488	\$72,488	\$19,938	26.91%	\$111,932	9/27/2017	
BLUFFDALE	Parks Superintendent	Public Works Director	Jul-17	2080	=	N	0	0	\$36,091	\$44,408	\$52,725	\$51,002	\$51,002	\$17,191	27.99%	\$82,469	2/22/2018		
DRAPER	Parks Manager	Parks and Recreation Director	Jul-17	2080	=	Y	11	3	\$52,603	\$68,328	\$84,053	\$59,488	\$73,549	\$70,616	\$19,309	26.12%	\$108,370	9/1/2017	
NORTH OGDEN	Park Superintendent	Parks & Recreation Director	Mar-18	2080	=	N	8	4	\$48,460	\$58,926	\$69,391	\$56,867	\$56,867	\$56,867	\$13,515	27.50%	\$86,020	3/27/2018	
AMERICAN FORK 2	PARK SUPERINTENDENT		Jul-16	2080	=	N	0	1	\$43,472	\$54,340	\$65,208	\$63,273	\$63,273	\$63,273	\$15,657	32.31%	\$99,373	2/3/2017	
SPRINGVILLE	Parks Supervisor	N	Jul-17	2080	N	N	0	0	\$44,001	\$52,862	\$61,722	\$44,428	\$53,144	\$50,024	\$20,505	28.12%	\$84,596	9/18/2017	
PLEASANT GROVE	PARKS SUPERINTENDENT	Parks & Recreation Director	Jul-17	2080	=		0	0	\$0	\$0	\$0	\$57,819	\$57,819	\$57,819	\$11,768	32.81%	\$88,557	2/28/2018	
Average									\$40,773	\$50,510	\$60,247	\$49,992	\$53,156	\$51,957	\$16,210	27.50%	\$87,658		
LINDON	Parks Superintendent	Parks & Recreation Director	Jan-18	2080	=	N	0	0	\$43,659	\$54,558	\$65,458	\$60,549	\$60,549	\$60,549	\$17,569	30.66%	\$96,685	4/14/2018	
Difference									\$2,896	\$4,048	\$5,211	\$10,558	\$7,393	\$8,592	\$1,359	3.16%	\$9,027		
Difference %									6.61%	7.42%	7.96%	17.44%	12.21%	14.19%	7.73%	10.30%	9.34%		
# of Respondents									12	12	12	13	13	13	13	13	13		
Standard Deviation									\$6,383	\$8,548	\$10,838	\$10,537	\$10,299	\$10,186	\$3,201	\$0	\$15,114		
Standard Error									\$1,843	\$2,467	\$3,129	\$2,923	\$2,856	\$2,825	\$888	1.22%	\$4,192		

Range



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

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual				TCV	Updated		
									Min	Mid	Max	Low	High	Avg	Ben\$			Ben%	
PARK CITY 1	Police Officer and Senior Police Officer	Police Sergeants	Jul-17	2080	=	N	0	0	21	\$41,849	\$57,023	\$72,197	\$55,962	\$72,072	\$65,846	\$22,741	26.13%	\$105,794	8/31/2017
AMERICAN FORK	Police Officer		Jul-16	2080	=	N	0	0	26	\$41,122	\$51,407	\$61,693	\$56,177	\$56,902	\$49,513	\$15,657	32.31%	\$81,167	2/3/2017
PAYSON	Patrol Officer		Jul-17	2080	=	N	0	0	13	\$42,702	\$51,823	\$60,944	\$42,702	\$51,875	\$46,781	\$24,369	26.91%	\$83,739	10/12/2017
SANTAQUIN	POLICE OFFICER	POLICE SERGEANT	Jul-17	2080	=	N	0	0	3	\$40,046	\$49,032	\$58,019	\$46,946	\$48,838	\$48,214	\$15,541	41.69%	\$83,855	2/2/2018
MURRAY	Police Officer I, II, and Master Police Officer - Grades 15/17/19	Sergeant	Jul-17	2080	=	N	0	0	55	\$38,022	\$53,476	\$68,931	\$39,520	\$68,931	\$51,165	\$15,480	46.49%	\$90,432	12/1/2017
BOUNTIFUL 1	Police Officer I, II, III	Sergeant	Aug-17	2080	=	N	0	0	23	\$38,958	\$52,964	\$66,971	\$38,958	\$66,664	\$55,591	\$17,087	54.99%	\$103,245	9/13/2017

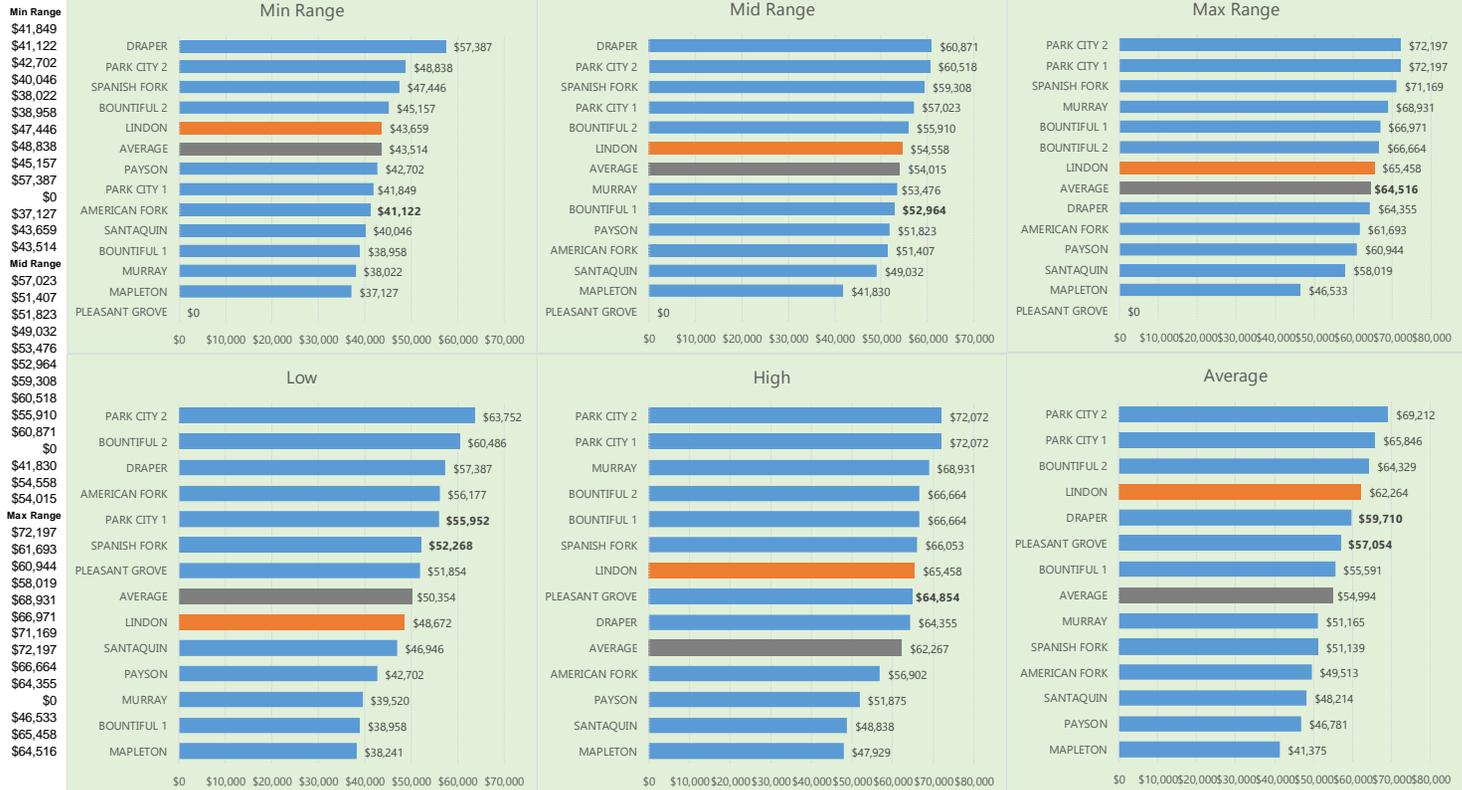
Job # 1760 - POLICE OFFICER / DEPUTY SHERIFF III

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual				TCV	Updated		
									Min	Mid	Max	Low	High	Avg	Ben\$			Ben%	
SPANISH FORK	PATROL OFFICER II	SERGEANT	Oct-17	2080	=	N	0	0	13	\$47,446	\$59,308	\$71,169	\$52,268	\$66,063	\$51,139	\$18,121	41.72%	\$104,764	10/17/2017
PARK CITY 2	Senior Police Officer	Sergeant	Jul-17	2080	=	N	0	0	15	\$48,838	\$60,518	\$72,197	\$63,752	\$72,072	\$69,212	\$13,945	30.34%	\$104,154	8/31/2017
BOUNTIFUL 2	Police Officer III	Lieutenant	Aug-17	2080	=	N	0	0	8	\$45,157	\$55,910	\$66,664	\$60,486	\$66,664	\$64,329	\$17,087	54.99%	\$116,788	9/13/2017
DRAPER	Senior Officer	Police Sergeants	Jul-17	2080	=	N	0	0	3	\$57,387	\$60,871	\$64,355	\$57,387	\$64,355	\$59,710	\$0	1.45%	\$60,576	9/1/2017
PLEASANT GROVE	Police Officer/Deputy Sheriff III		Jul-17	2080	=	N	0	0	4	\$0	\$0	\$0	\$51,854	\$64,854	\$57,054	\$11,768	32.81%	\$87,542	2/28/2018
MAPLETON	Police Officer / Deputy Sheriff III	POLICE SERGEANT	Jul-17	2080	=	N	0	0	1	\$37,127	\$41,830	\$46,533	\$38,241	\$47,929	\$41,375	\$12,624	18.85%	\$61,798	2/21/2018

Average									\$43,514	\$54,015	\$64,516	\$50,354	\$62,267	\$54,994	\$16,765	34.06%	\$90,321		
LONDON	Patrol Officer	Police Chief	Jan-18	2080	=	N	0	0	12	\$43,659	\$54,558	\$65,458	\$48,672	\$65,458	\$62,264	\$17,569	30.66%	\$98,925	4/14/2018
Difference									\$145	\$543	\$942	(\$1,682)	\$3,191	\$7,270	\$804	-3.40%	\$8,604		
Difference %									0.33%	1.00%	1.44%	-3.45%	4.87%	11.68%	4.57%	-11.08%	8.70%		
# of Respondents									11	11	11	12	12	12	11	12	12		
Standard Deviation									\$5,932	\$5,624	\$7,608	\$8,878	\$8,652	\$8,487	\$3,873	15.30%	\$17,534		
Standard Error									\$1,788	\$1,696	\$2,294	\$2,562.73	\$2,498	\$2,450	\$1,168	4.42%	\$5,062		

Range

Entity	Min Range	Mid Range	Max Range
PARK CITY 1	\$41,849	\$57,023	\$72,197
AMERICAN FORK	\$41,122	\$51,407	\$61,693
PAYSON	\$42,702	\$51,823	\$60,944
SANTAQUIN	\$40,046	\$49,032	\$58,019
MURRAY	\$38,022	\$53,476	\$68,931
BOUNTIFUL 1	\$38,958	\$52,964	\$66,971
SPANISH FORK	\$47,446	\$59,308	\$71,169
PARK CITY 2	\$48,838	\$60,518	\$72,197
BOUNTIFUL 2	\$45,157	\$55,910	\$66,664
DRAPER	\$57,387	\$60,871	\$64,355
PLEASANT GROVE	\$0	\$0	\$0
MAPLETON	\$37,127	\$41,830	\$46,533
LONDON	\$43,659	\$54,558	\$65,458
AVERAGE	\$43,514	\$54,015	\$64,516
PARK CITY 1	\$57,023	\$72,197	\$87,370
AMERICAN FORK	\$51,407	\$61,693	\$71,980
PAYSON	\$51,823	\$60,944	\$71,139
SANTAQUIN	\$49,032	\$58,019	\$67,814
MURRAY	\$53,476	\$68,931	\$78,804
BOUNTIFUL 1	\$52,964	\$66,971	\$76,042
SPANISH FORK	\$59,308	\$71,169	\$83,855
PARK CITY 2	\$60,518	\$72,197	\$84,154
BOUNTIFUL 2	\$55,910	\$66,664	\$77,042
DRAPER	\$60,871	\$64,355	\$68,804
PLEASANT GROVE	\$0	\$0	\$0
MAPLETON	\$41,830	\$46,533	\$51,281
LONDON	\$54,558	\$65,458	\$76,356
AVERAGE	\$54,015	\$64,516	\$75,021
PARK CITY 1	\$72,197	\$87,370	\$102,543
AMERICAN FORK	\$61,693	\$71,980	\$82,169
PAYSON	\$60,944	\$71,139	\$81,283
SANTAQUIN	\$58,019	\$67,814	\$77,833
MURRAY	\$68,931	\$78,804	\$88,678
BOUNTIFUL 1	\$66,971	\$76,042	\$85,114
SPANISH FORK	\$71,169	\$83,855	\$96,664
PARK CITY 2	\$72,197	\$84,154	\$95,149
BOUNTIFUL 2	\$66,664	\$77,042	\$87,086
DRAPER	\$64,355	\$68,804	\$73,259
PLEASANT GROVE	\$0	\$0	\$0
MAPLETON	\$46,533	\$51,281	\$56,034
LONDON	\$65,458	\$76,356	\$87,254
AVERAGE	\$64,516	\$75,021	\$85,926



Job # 335 - COMMUNITY DEVELOPMENT DIRECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Flsa	Resp	#Rpts	Inc	Range				Actual				Updated	
									Min	Mid	Max	Low	High	Avg	Ben\$	Ben%		TCV
SPANISH FORK 1	Community Development Director	City Manager	Oct-17	2080	=	Y	0	0	1	\$78,042	\$97,552	\$117,063	\$103,385	\$103,385	\$19,708	26.18%	\$150,164	10/17/2017
SPRINGVILLE	COMMUNITY DEVELOPMENT DIRECTOR		Jul-17	2080	=	Y	0	0	1	\$80,598	\$101,446	\$122,294	\$85,696	\$85,696	\$20,505	28.12%	\$130,299	10/2/2017
PLEASANT GROVE	COMMUNITY DEVELOPMENT DIRECTOR	City Administrator	Jul-17	2080	=	N	0	0	1	\$0	\$0	\$84,428	\$84,428	\$84,428	\$11,768	32.81%	\$123,897	2/28/2018
BLUFFDALE	City Planner/Economic Development Director	City Manager	Jul-17	2080	=	N	0	0	1	\$72,145	\$88,765	\$105,385	\$98,000	\$98,000	\$17,191	27.99%	\$142,622	2/22/2018
EAGLE MOUNTAIN 1	Community Development Director	City Administrator	Feb-18	2080	=	N	0	0	0	\$83,531	\$101,908	\$120,285	\$94,266	\$94,266	\$10,424	19.28%	\$122,864	2/22/2018
SANTAQUIN	Assistant City Manager/Community Development Director	CITY MANAGER	Jan-17	2080	=	Y	20	9	1	\$65,861	\$82,036	\$98,211	\$73,773	\$73,773	\$18,369	26.82%	\$111,927	2/2/2018
PAYSON 1	Public Works Director/Community Development Director		Jul-17	2080	=	Y	0	0	1	\$79,061	\$97,084	\$115,107	\$97,094	\$97,094	\$19,938	26.91%	\$143,160	9/27/2017

Job # 350 - ECONOMIC DEVELOPMENT DIRECTOR

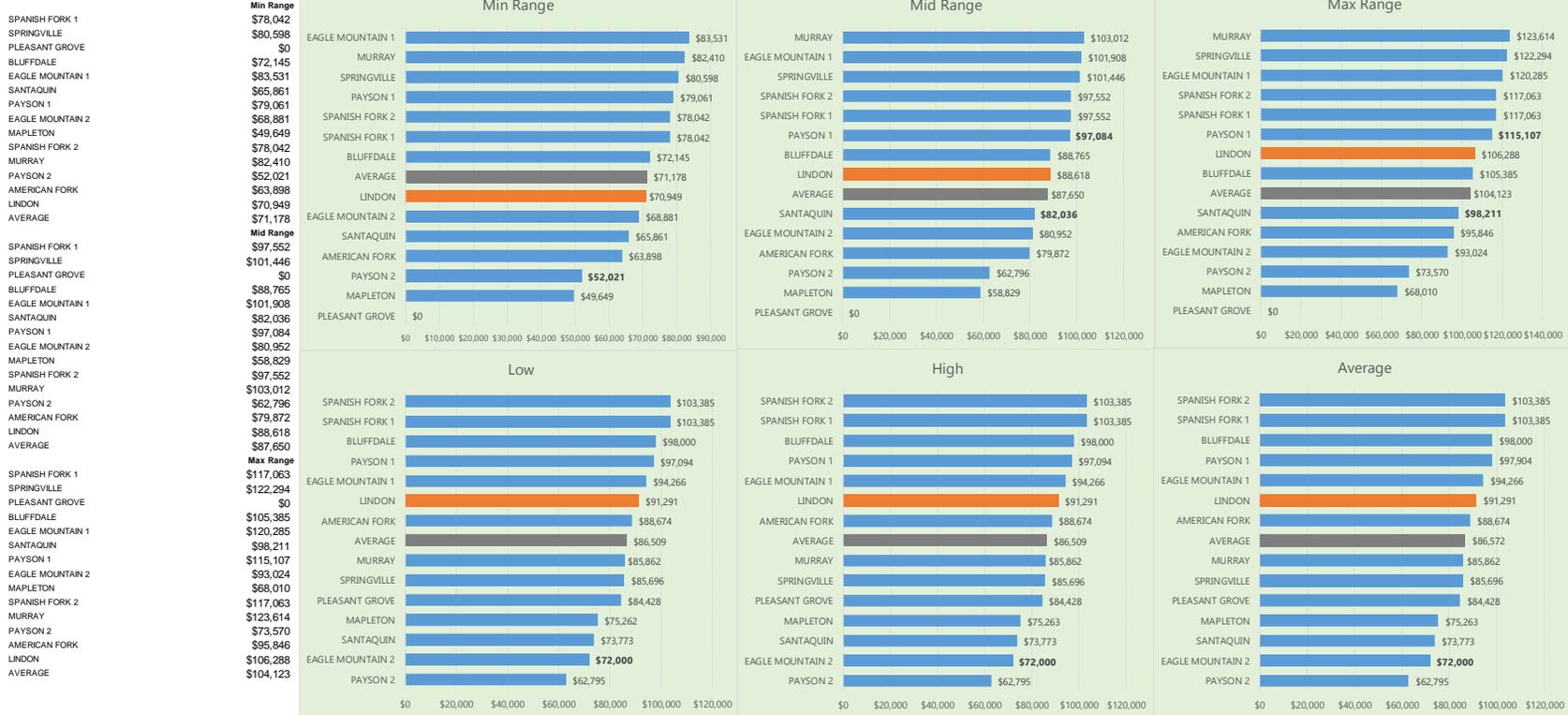
Entity	Preferred Title	Reports To	As Of	Hr/Yr	Flsa	Resp	#Rpts	Inc	Range				Actual				Updated	
									Min	Mid	Max	Low	High	Avg	Ben\$	Ben%		TCV
EAGLE MOUNTAIN 2	Economic Dev/Emergency MGI Director	City Administrator	Feb-18	2080	=	N	0	0	1	\$68,881	\$80,952	\$93,024	\$72,000	\$72,000	\$10,424	19.28%	\$96,305	2/22/2018

Job # 365 - PLANNING DIRECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Flsa	Resp	#Rpts	Inc	Range				Actual				Updated	
									Min	Mid	Max	Low	High	Avg	Ben\$	Ben%		TCV
MAPLETON	Planning & Zoning Director	City Administrator/PSD	Jul-17	2080	=	N	0	0	1	\$49,649	\$68,829	\$88,010	\$75,262	\$75,263	\$12,624	18.85%	\$102,075	2/21/2018
SPANISH FORK 2	Community Development Director	City Manager	Oct-17	2080	=	Y	0	0	1	\$78,042	\$97,552	\$117,063	\$103,385	\$103,385	\$19,708	26.18%	\$150,164	10/17/2017
MURRAY	Development Services Manager - Grade 31	Administrative and Development Services Director	Jul-17	2080	=	Y	6	6	1	\$82,410	\$103,012	\$123,614	\$85,862	\$85,862	\$15,480	30.92%	\$127,891	12/1/2017
PAYSON 2	City Planner		Jul-17	2080	=	Y	0	0	1	\$52,021	\$62,796	\$73,570	\$62,795	\$62,795	\$19,938	26.91%	\$99,631	9/27/2017
AMERICAN FORK	Planning Director		Jul-16	2080	=	Y	0	0	1	\$63,898	\$79,872	\$95,846	\$88,674	\$88,674	\$15,657	32.31%	\$132,982	2/3/2017
Average									\$71,178	\$87,650	\$104,123	\$86,509	\$86,509	\$86,572	26.35%	\$125,691		
LINDON	Planning and Economic Development Director	City Administrator	Jan-18	2080	=	N	0	0	1	\$70,949	\$88,618	\$106,288	\$91,291	\$91,291	\$17,569	30.66%	\$136,854	4/14/2018

Difference																			
Difference %																			
# of Respondents	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12
Standard Deviation	\$11,448	\$15,079	\$18,612	\$12,723	\$12,733	\$12,791	\$3,837	4.66%	\$18,641										
Standard Error	\$3,305	\$4,353	\$5,430	\$3,531	\$3,531	\$3,548	\$1,064.12	1.29%	\$5,170										

Range



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
MAPLETON	Police Chief	City Administrator/PSD	Jul-17	2080	N	N	0	0	1	\$78,146	\$88,177	\$98,207	\$101,154	\$101,154	\$101,154	\$12,624	18.85%	\$132,845	2/21/2018
SPRINGVILLE	POLICE CHIEF	N	Jul-17	2080	N	N	0	0	1	\$80,598	\$101,446	\$122,294	\$119,870	\$119,870	\$119,870	\$13,438	38.10%	\$178,978	10/12/2017
SPANISH FORK	PUBLIC SAFETY DIRECTOR	City Manager	Oct-17	2080	=	Y	0	0	1	\$93,155	\$116,444	\$139,732	\$112,349	\$112,349	\$112,349	\$19,708	26.18%	\$161,476	10/17/2017
DRAPER	Police Chief	City Manager	Jul-17	2080	=	Y	50	2	1	\$93,163	\$121,014	\$148,866	\$138,174	\$127,500	\$127,500	\$19,309	41.69%	\$199,963	2/14/2018
PLEASANT GROVE	POLICE CHIEF	City Administrator	Jul-17	2080	=	N	0	0	1	\$0	\$0	\$102,241	\$102,241	\$102,241	\$102,241	\$11,768	32.81%	\$147,554	2/28/2018
PAYSON	POLICE CHIEF		Jul-17	2080	=	Y	0	0	1	\$76,898	\$95,222	\$113,547	\$95,222	\$95,222	\$95,222	\$24,369	26.91%	\$145,215	10/12/2017
SANTAQUIN	POLICE CHIEF	CITY MANAGER/MAYOR & CITY COUNCIL	Jan-17	2080	=	Y	15	4	1	\$69,689	\$86,908	\$104,127	\$90,194	\$90,194	\$90,194	\$15,541	41.69%	\$143,336	2/2/2018
Average										\$81,942	\$101,535	\$121,129	\$108,458	\$106,933	\$106,933	\$16,680	32.32%	\$158,481	
LINDON	Police Chief		Jan-18	2080	=	N	0	0	1	\$74,901	\$93,538	\$112,174	\$93,517	\$93,517	\$93,517	\$17,569	30.66%	\$139,762	4/14/2018
Difference										(\$7,041)	(\$7,997)	(\$8,955)	(\$14,941)	(\$13,416)	(\$13,416)	\$889	-1.66%	(\$18,719)	
Difference %										-9.40%	-8.55%	-7.98%	-15.98%	-14.35%	-14.35%	5.06%	-5.41%	-13.39%	
# of Respondents										6	6	6	7	7	7	7	7	7	
Standard Deviation										\$9,417	\$14,380	\$19,944	\$16,478	\$13,494	\$13,494	\$4,611	8.73%	\$23,565	
Standard Error										\$3,845	\$5,871	\$8,142	\$6,228	\$5,100	\$5,100	\$1,743	3.30%	\$8,907	



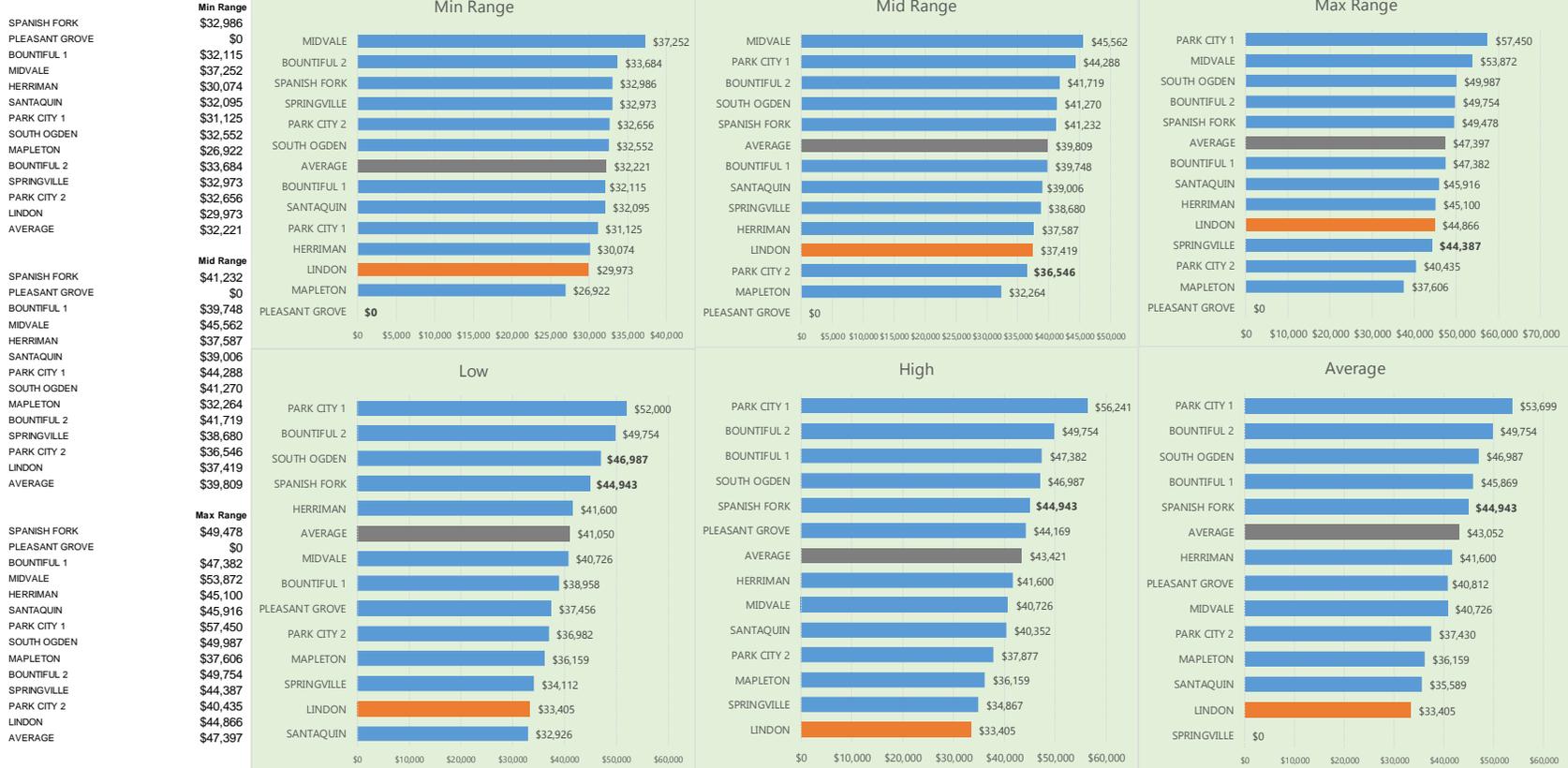
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual				TCV	Updated	
									Min	Mid	Max	Low	High	Avg	Ben\$			Ben%
SPANISH FORK	Department Secretary		Oct-17	2080 =	N	0	0	1	\$32,986	\$41,232	\$49,478	\$44,943	\$44,943	\$44,943	\$19,708	26.18%	\$76,419	10/17/2017
PLEASANT GROVE	ADMINISTRATIVE SERVICES CLERK/COMM DEV	Community Development Director	Jul-17	2080 =		0	0	2	\$0	\$0	\$0	\$37,456	\$44,169	\$40,812	\$11,768	32.81%	\$65,971	2/28/2018
BOUNTIFUL 1	Administrative Assistant	Planning Dir/City ENGR/Water Dir/Power Dir	Aug-17	2080 =	N	0	0	4	\$32,115	\$39,748	\$47,382	\$38,958	\$47,382	\$45,869	\$17,087	26.72%	\$75,212	9/6/2017
MIDVALE	CD Administrative Assistant	Community Development Director	Mar-18	2080 =	N	0	0	1	\$37,252	\$45,562	\$53,872	\$40,726	\$40,726	\$40,726	\$19,025	26.72%	\$70,633	3/28/2018
HERRIMAN	Administrative Technician II		Jul-16	2080 =	N	0	0	1	\$30,074	\$37,587	\$45,100	\$41,600	\$41,600	\$41,600	\$19,488	26.12%	\$71,954	1/13/2017
SANTAQUIN	DEPT ADMINISTRATIVE ASSISTANT	DEPARTMENT HEADS	Jan-17	2080 =	N	0	0	4	\$32,095	\$39,006	\$45,916	\$32,926	\$40,352	\$35,589	\$18,369	26.82%	\$63,502	2/2/2018
PARK CITY 1	Executive Assistant	Varies	Jul-17	2080 =	N	0	0	4	\$31,125	\$44,288	\$57,450	\$52,000	\$56,241	\$53,699	\$22,741	26.13%	\$90,472	8/31/2017
SOUTH OGDEN	Executive Secretary	Chief of Police	Jul-17	2080 =	N	0	0	2	\$32,552	\$41,270	\$49,987	\$46,987	\$46,987	\$46,987	\$9,715	13.14%	\$62,876	9/26/2017

Job # 2355 - SECRETARY II

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual				TCV	Updated	
									Min	Mid	Max	Low	High	Avg	Ben\$			Ben%
MAPLETON	Deputy City Recorder/Secretary	City Recorder	Jul-17	2080 >	N	0	0	0	\$26,922	\$32,264	\$37,606	\$36,159	\$36,159	\$36,159	\$12,624	18.85%	\$55,599	2/21/2018
BOUNTIFUL 2	Administrative Assistant	Street Director	Aug-17	2080 =	N	0	0	1	\$33,684	\$41,719	\$49,754	\$49,754	\$49,754	\$49,754	\$17,087	26.72%	\$80,135	8/30/2017
SPRINGVILLE	Office Assistant II		Jul-17	2080 =	N	0	0	4	\$32,973	\$38,680	\$44,387	\$34,112	\$34,867	\$0	\$19,349	29.40%	\$57,784	10/11/2017
PARK CITY 2	Analyst I	Varies	Jul-17	2080 =	N	0	0	2	\$32,656	\$36,546	\$40,435	\$36,982	\$37,877	\$37,430	\$22,741	26.13%	\$69,952	8/31/2017

Average																		
LONDON	Police Secretary		Jan-18	2080 =	N	0	0	2	\$29,973	\$37,419	\$44,866	\$33,405	\$33,405	\$33,405	\$17,569	30.66%	\$61,217	4/20/2018
	Difference								(\$2,248)	(\$2,390)	(\$2,531)	(\$7,645)	(\$10,016)	(\$9,647)	\$94	5.18%	(\$8,825)	
	Difference %								-7.50%	-6.39%	-5.64%	-22.89%	-29.98%	-28.88%	0.53%	16.90%	-14.42%	
	# of Respondents								11	11	11	12	12	11	12	12	12	
	Standard Deviation								\$2,506	\$3,680	\$5,661	\$6,167	\$6,123	\$5,767	\$4,132	4.99%	\$9,818	
	Standard Error								\$756	\$1,109	\$1,707	\$1,780	\$1,768	\$1,739	\$1,193	1.44%	\$2,834	

Range



Job # 1765 - POLICE / SHERIFF SERGEANT

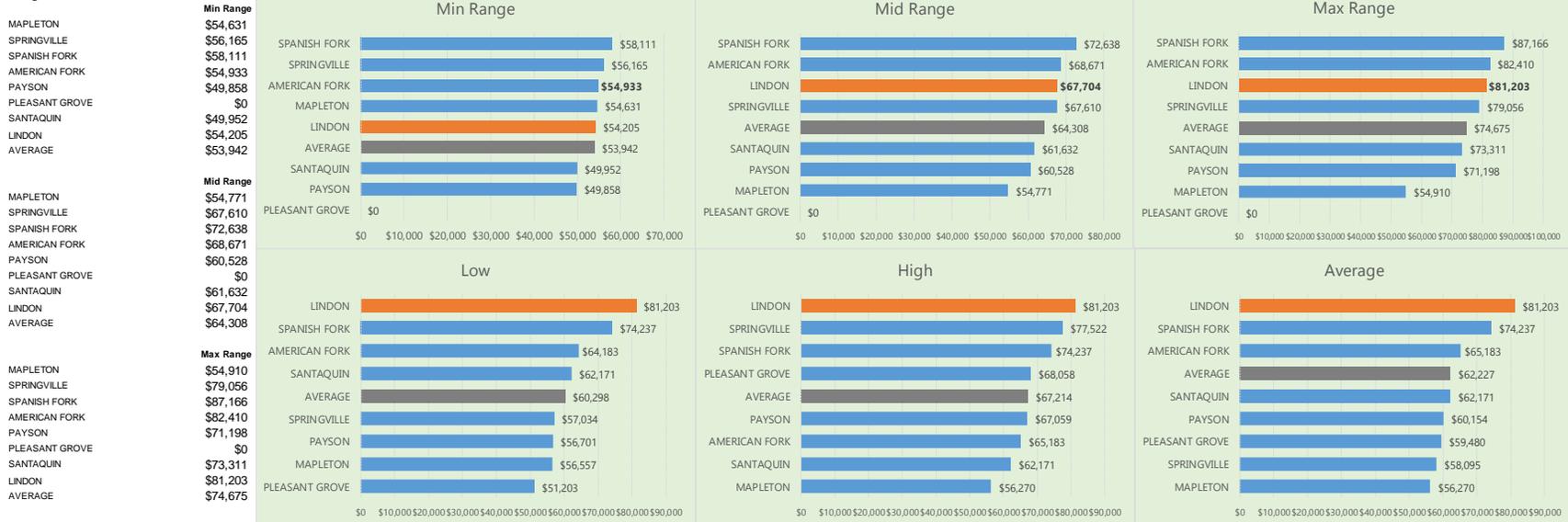
Entity	Preferred Title	Reports To	As Of	Hr/Yr	=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
										Min	Mid	Max	Low	High	Avg				
MAPLETON	Sergeant	Police Chief	Jul-17	2080	=	N	0	0	3	\$54,631	\$54,771	\$54,910	\$56,557	\$56,270	\$56,270	\$12,624	18.85%	\$79,501	2/21/2018
SPRINGVILLE	POLICE / SHERIFF SERGEANT	N	Jul-17	2080	N	N	0	0	6	\$56,165	\$67,610	\$79,056	\$57,034	\$77,522	\$58,095	\$13,438	38.10%	\$93,667	10/12/2017
SPANISH FORK	Police Sergeant	Lieutenant	Oct-17	2080	=	N	0	0	5	\$58,111	\$72,638	\$87,166	\$74,237	\$74,237	\$74,237	\$18,121	41.72%	\$123,326	10/17/2017
AMERICAN FORK	Police Sergeant		Jul-16	2080	=	N	0	0	6	\$54,933	\$68,671	\$82,410	\$64,183	\$65,183	\$65,183	\$15,657	32.31%	\$101,900	2/3/2017
PAYSON	POLICE SERGEANT		Jul-17	2080	=	N	0	0	4	\$49,858	\$60,528	\$71,198	\$56,701	\$67,059	\$60,154	\$24,369	26.91%	\$100,710	10/12/2017
PLEASANT GROVE	POLICE / SHERIFF SERGEANT	Police Chief	Jul-17	2080	=	N	0	0	6	\$0	\$0	\$0	\$51,203	\$68,058	\$59,480	\$11,768	32.81%	\$90,763	2/28/2018
SANTAQUIN	POLICE SERGEANT	POLICE CHIEF	Jul-17	2080	=	N	7	7	1	\$49,952	\$61,632	\$73,311	\$62,171	\$62,171	\$0	1.45%	\$63,072	2/2/2018	

Average										\$53,942	\$64,308	\$74,675	\$60,298	\$67,214	\$62,227	\$15,996	27.45%	\$93,277	
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LONDON	Police Sergeant	Police Chief	Jan-18	2080	=	N	0	0	2	\$54,205	\$67,704	\$81,203	\$81,203	\$81,203	\$81,203	\$17,569	30.66%	\$123,672	4/14/2018
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Difference										\$263	\$3,396	\$6,528	\$20,905	\$13,989	\$18,976	\$1,573	3.21%	\$30,395	
Difference %										0.49%	5.02%	8.04%	25.74%	17.23%	23.37%	8.95%	10.47%	24.58%	
# of Respondents										6	6	6	7	7	7	6	7	7	
Standard Deviation										\$3,358	\$6,507	\$11,311	\$7,452	\$7,137	\$6,019	\$4,702	13.66%	\$18,891	
Standard Error										\$1,371	\$2,657	\$4,618	\$2,817	\$2,698	\$2,275	\$1,919	5.16%	\$7,140	

Range



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	Recreation Instructor VI	28.8	1	\$16.19	\$20.12	\$24.05	\$0.00	\$0.00	\$0.00	2/17/2018
BRIGHAM CITY	AQUATICS SUPERVISOR	0	1	\$12.38	\$14.57	\$16.76	\$14.17	\$14.17	\$14.17	9/7/2017
SANDY	POOL MANAGER	0	1	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	3/14/2018
PROVO	Aquatics Facility Supervisor	0	1	\$21.66	\$25.76	\$29.86	\$29.13	\$29.13	\$29.13	8/8/2017
SPRINGVILLE	Swimming Pool Manager	1	1	\$19.20	\$23.05	\$26.90	\$22.32	\$22.32	\$22.32	9/13/2017

Average	Min	Mid	Max	Min	Max	Avg
\$15.89	\$18.70	\$21.51	\$15.12	\$15.12	\$15.12	\$15.12

LINDON	Pool Manager	Jan-18	\$10.82	\$13.51	\$16.19	\$10.82	\$16.19	\$13.51	3/28/2018
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Difference	(\$5.07)	(\$5.20)	(\$5.32)	(\$4.30)	\$1.07	(\$1.61)
Difference %	-46.82%	-38.47%	-32.88%	-39.78%	6.58%	-11.95%
# of Respondents	5	5	5	5	5	5
Standard Deviation	\$4.78	\$6.39	\$8.07	\$11.22	\$11.22	\$11.22
Standard Error	\$2.14	\$2.86	\$3.61	\$5.02	\$5.02	\$5.02

Range

PARK CITY	\$16.19
BRIGHAM CITY	\$12.38
SANDY	\$10.00
PROVO	\$21.66
SPRINGVILLE	\$19.20
LINDON	\$10.82
AVERAGE	\$15.89
BRIGHAM CITY	\$12.38
LINDON	\$10.82
SANDY	\$10.00
PARK CITY	\$20.12
BRIGHAM CITY	\$14.57
SANDY	\$10.00
PROVO	\$25.76
SPRINGVILLE	\$23.05
LINDON	\$13.51
AVERAGE	\$18.70
PARK CITY	\$24.05
BRIGHAM CITY	\$16.76
SANDY	\$10.00
PROVO	\$29.86
SPRINGVILLE	\$26.90
LINDON	\$16.19
AVERAGE	\$21.51

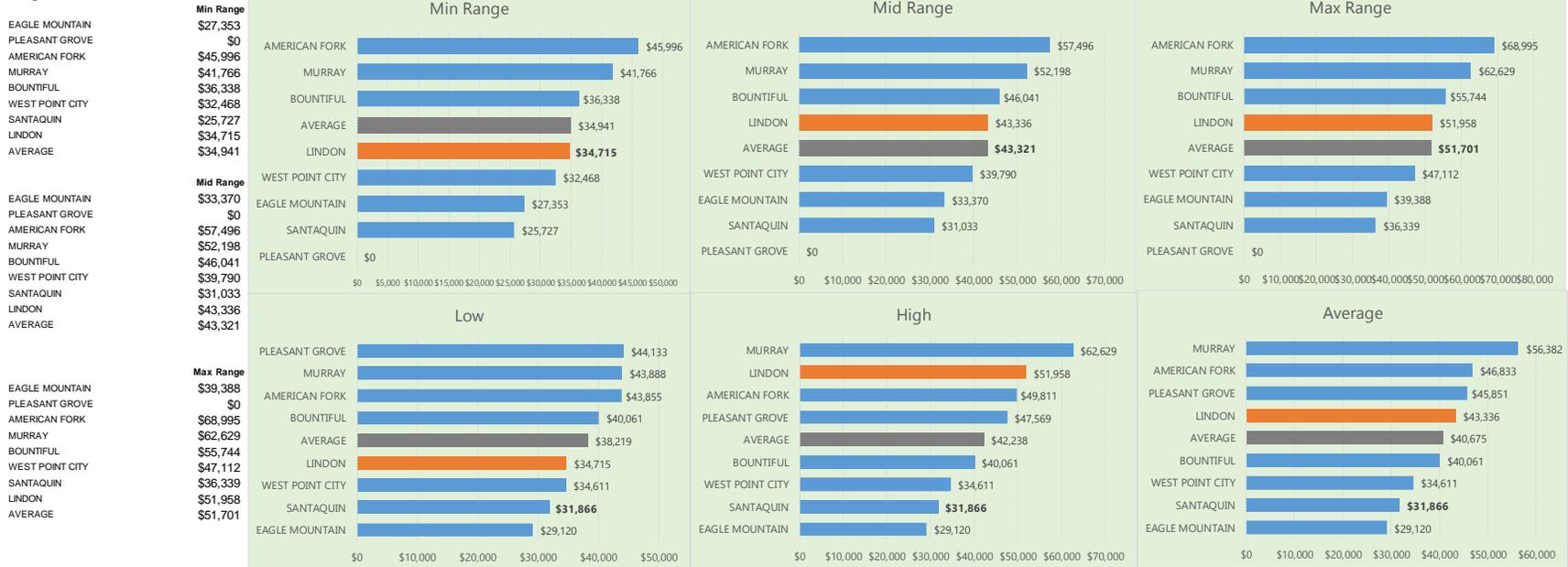


Job # 1270 - RECREATION COORDINATOR

Entity	Preferred Title	Reports To	Range							Actual									
			As Of	Hr/Yr	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
EAGLE MOUNTAIN	Sports/Recreation Coordinator		Feb-18	2080	=	N	0	0	1	\$27,353	\$33,370	\$39,388	\$29,120	\$29,120	\$29,120	\$10,424	19.28%	\$45,158	2/22/2018
PLEASANT GROVE	RECREATION PROGRAM COORDINATOR	Recreation Manager	Jul-17	2080	=		0	0	2	\$0	\$0	\$0	\$44,133	\$47,569	\$45,851	\$11,768	32.81%	\$72,663	2/28/2018
AMERICAN FORK	Recreation Program Manager		Jul-16	2080	=	N	0	0	2	\$45,996	\$57,496	\$68,995	\$43,855	\$49,811	\$46,833	\$15,657	32.31%	\$77,621	2/3/2017
MURRAY	Recreation Coordinator - Grade 17	Recreation Director	Jul-17	2080	=	N	0	0	3	\$41,766	\$52,198	\$62,629	\$43,888	\$62,629	\$56,382	\$15,480	30.92%	\$89,295	12/1/2017
BOUNTIFUL	Recreation Coordinator - Grade 17	Recreation Center Manager	Aug-17	2080	=	N	0	0	1	\$36,338	\$46,041	\$55,744	\$40,061	\$40,061	\$40,061	\$17,087	26.72%	\$67,852	9/13/2017
WEST POINT CITY	Recreation Manager	City Manager	Jul-17	2080	=	Y	0	0	0	\$32,468	\$39,790	\$47,112	\$34,611	\$34,611	\$34,611	\$14,266	19.14%	\$55,502	3/9/2019
SANTAQUIN	RECREATION SPORTS PROGRAM COORDINATOR	Recreation & Events Manager	Jan-17	2080	=	N	0	0	1	\$25,727	\$31,033	\$36,339	\$31,866	\$31,866	\$31,866	\$18,369	26.82%	\$58,781	2/2/2018
Average										\$34,941	\$43,321	\$51,701	\$38,219	\$42,238	\$40,675	\$14,722	26.86%	\$66,696	
LONDON	Program Coordinator FT		Jan-18	2080	=	N	0	0	1	\$34,715	\$43,336	\$51,958	\$34,715	\$51,958	\$43,336	\$17,569	30.66%	\$74,208	4/20/2018

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	6	6	6	7	7	7	7	7	7
Standard Deviation	\$7,992	\$10,484	\$12,989	\$6,304	\$11,861	\$9,658	\$2,821	\$0	\$14,826
Standard Error	\$3,420	\$4,099	\$4,856	\$2,739	\$3,240	\$2,943	\$1,088	1.20%	\$3,397

Range



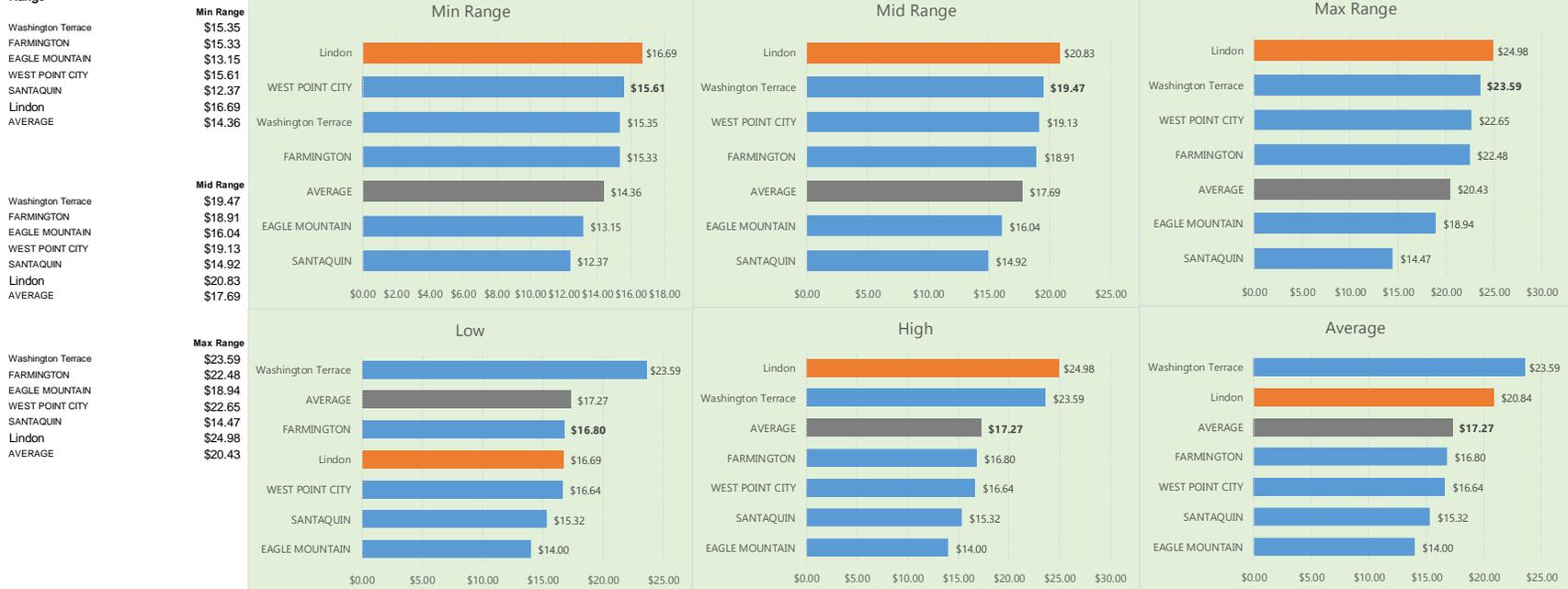
Job #1270 - RECREATION COORDINATOR

Part Time	
Range	Actual

Entlty	Preferred Title	Hrs/Wk	Ben	Inc	Min	Mid	Max	Low	High	Avg	Updated
Washington Terrace	Recreation Coordinator			1	\$15.35	\$19.47	\$23.59	\$23.59	\$23.59	\$23.59	1/4/2018
FARMINGTON	Recreation Coordinator			1	\$15.33	\$18.91	\$22.48	\$16.80	\$16.80	\$16.80	8/7/2017
EAGLE MOUNTAIN	Sports/Recreation Coordinator			1	\$13.15	\$16.04	\$18.94	\$14.00	\$14.00	\$14.00	2/22/2018
WEST POINT CITY	Recreation Manager			0	\$15.61	\$19.13	\$22.65	\$16.64	\$16.64	\$16.64	3/9/2018
SANTAQUIN	Recreation Sports Program Coordinator	29	N	2	\$12.37	\$14.92	\$14.47	\$15.32	\$15.32	\$15.32	2/2/2018
Average				4	\$14.36	\$17.69	\$20.43	\$17.27	\$17.27	\$17.27	
LINDON	Program Coordinator PT	20	N	1	\$16.69	\$20.83	\$24.98	\$16.69	\$24.98	\$20.84	4/20/2018

Difference		-3	\$2.33	\$3.14	\$4.55	(\$0.58)	\$7.71	\$3.57
Difference %			13.95%	15.06%	18.23%	-3.48%	30.86%	17.13%
# of Respondents			5	5	5	5	5	5
Standard Deviation			\$1.49	\$2.07	\$3.77	\$3.71	\$3.71	\$3.71
Standard Error			\$0.67	\$0.93	\$1.69	\$1.66	\$1.66	\$1.66

Range



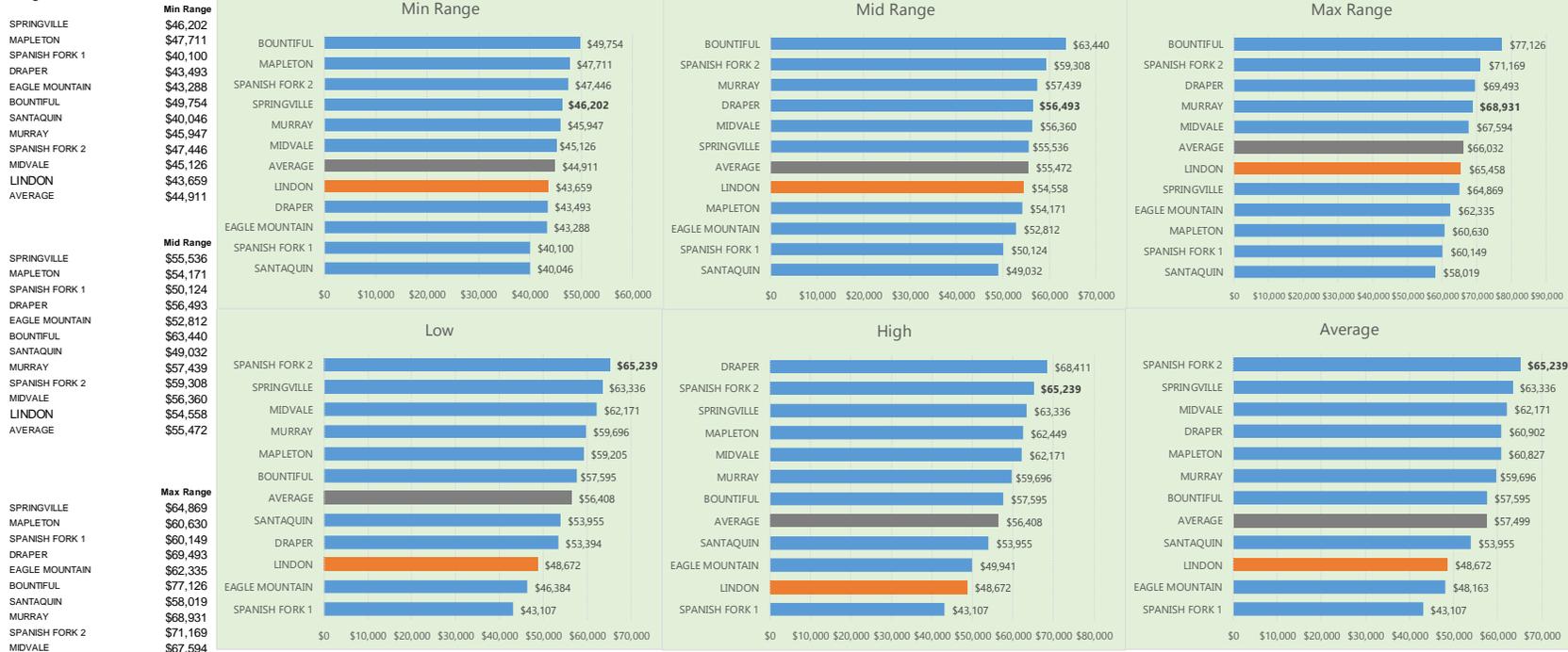
Job # 2030 - PUBLIC WORKS INSPECTOR I

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			TCV	Updated		
										Min	Mid	Max	Low	High	Avg			Ben\$	Ben%
SPRINGVILLE	PUBLIC WORKS INSPECTOR	N	Jul-17	2080	N	N	0	0	1	\$46,202	\$55,536	\$64,869	\$63,336	\$63,336	\$20,505	28.12%	\$101,652	9/18/2017	
MAPLETON	Maintenance Worker III/PW Inspector	Public Works Director	Jul-17	2080	>	N	0	0	1	\$47,711	\$54,171	\$60,630	\$59,205	\$62,449	\$60,827	\$12,624	18.85%	\$84,917	2/21/2018
SPANISH FORK 1	PUBLIC WORKS INSPECTOR II		Oct-17	2080	=	N	0	0	1	\$40,100	\$50,124	\$60,149	\$43,107	\$43,107	\$43,107	\$19,708	26.18%	\$74,103	10/17/2017
DRAPER	Engineering Inspector Supervisor	Engineering Inspector Supervisor	Jul-17	2080	=	N	0	0	2	\$43,493	\$56,493	\$69,493	\$53,394	\$68,411	\$60,902	\$19,309	26.12%	\$96,118	9/1/2017
EAGLE MOUNTAIN	Public Works Inspector	City Engineer	Feb-18	2080	=	N	0	0	1	\$43,288	\$52,812	\$62,335	\$46,384	\$49,941	\$48,163	\$10,424	19.28%	\$67,873	2/22/2018
BOUNTIFUL	Public Works Inspector	Dir/General Manager	Aug-17	2080	=	N	0	0	1	\$49,754	\$63,440	\$77,126	\$57,595	\$57,595	\$57,595	\$17,087	26.72%	\$90,071	9/6/2017
SANTAQUIN	INFRASTRUCTURE INSPECTOR	Assistant City Manager/Community	Jan-17	2080	=	N	0	0	1	\$40,046	\$49,032	\$58,019	\$53,955	\$53,955	\$53,955	\$18,369	26.82%	\$86,794	2/2/2018
MURRAY	Public Works Construction Inspector-Grade 19	City Engineer	Jul-17	2080	=	N	0	0	1	\$45,947	\$57,439	\$68,931	\$59,696	\$59,696	\$59,696	\$15,480	30.92%	\$93,634	12/1/2017

Job # 2031 Public Works Inspector II

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 2	Public Works Inspector II		Oct-17	2080	N	N	0	0	2	\$47,446	\$59,308	\$71,169	\$65,239	\$65,239	\$65,239	\$19,708	26.18%	\$102,030	10/17/2017
MIDVALE	Project Manager	City Engineer	May-18	2080	=	N	0	0	1	\$45,126	\$56,360	\$67,594	\$62,171	\$62,171	\$62,171	\$19,026	26.72%	\$97,808	5/17/2018
Average										\$44,911	\$55,472	\$66,032	\$56,408	\$58,590	\$57,499	\$17,224	25.99%	\$89,500	
LONDON	Public Works Inspector		Jan-18	2080	=	N	0	0	1	\$43,659	\$54,558	\$65,458	\$48,672	\$48,672	\$48,672	\$17,569	30.66%	\$103,099	5/28/2018
Difference										(\$1,252)	(\$914)	(\$574)	(\$7,736)	(\$9,918)	(\$8,627)	\$345	5.07%	\$13,599	
Difference %										-2.87%	-1.67%	-0.88%	-15.89%	-20.38%	-18.14%	1.96%	16.53%	13.19%	
# of Respondents										10	10	10	10	10	10	10	10	10	
Standard Deviation										\$3,197	\$4,252	\$5,919	\$7,240	\$7,668	\$7,072	\$3,374	\$0	\$11,392	
Standard Error										\$1,011	\$1,345	\$1,872	\$2,289	\$2,425	\$2,236	\$1,067	1.18%	\$3,603	

Range



Job # 1275 - RECREATION SUPERVISOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			Ben\$	Ben%	TCV	Updated
										Min	Mid	Max	Low	High	Avg				
SPANISH FORK	Recreation Program Supervisor		Oct-17	2080	=	N	0	0	3	\$42,298	\$52,872	\$63,446	\$57,437	\$63,755	\$60,500	\$19,708	26.18%	\$96,050	10/17/2017
SOUTH OGDEN	Recreation Director	Parks & Rec Director	Jul-17	2080	>	N	20	20	1	\$38,693	\$51,489	\$64,285	\$48,797	\$48,797	\$48,797	\$9,715	13.14%	\$64,924	9/26/2017
BRIGHAM CITY	Recreation Supervisor	Community Activities & Services Director	Jul-17	2080	=	N	0	0	1	\$41,180	\$48,447	\$55,714	\$44,574	\$44,574	\$44,574	\$15,697	26.13%	\$71,918	9/7/2017
FARMINGTON	Recreation Coordinator/Swimming Pool Manager		Jul-17	2080	=	N	0	0	3	\$46,198	\$57,200	\$68,203	\$48,668	\$52,065	\$50,759	\$16,348	28.52%	\$81,583	8/7/2017
SPRINGVILLE	Recreation Supervisor		Jul-17	2080	=	N	0	0	1	\$46,202	\$55,536	\$64,869	\$48,610	\$48,610	\$48,610	\$20,505	28.12%	\$82,785	9/18/2017
WEST POINT CITY	Recreation Director		Jul-17	2080	=	N	0	0	0	\$46,036	\$54,962	\$63,889	\$56,113	\$56,113	\$56,113	\$14,266	19.14%	\$81,119	3/9/2018
Average										\$37,230	\$45,787	\$54,344	\$43,457	\$44,845	\$44,193	\$13,748	20.18%	\$68,340	
LINDON	Recreation Supervisor	Parks Director	Jan-18	2080	>	N	0	0	0	\$39,270	\$49,015	\$58,760	\$49,005	\$49,005	\$49,005	\$17,569	30.66%	\$81,601	4/20/2018
Difference										\$2,040	\$3,228	\$4,416	\$5,548	\$4,160	\$4,812	\$3,821	10.48%	\$13,261	
Difference %										5.48%	7.05%	8.13%	12.77%	9.28%	10.89%	27.79%	51.96%	19.40%	
# of Respondents										6	6	6	6	6	6	6	6	6	
Standard Deviation										\$3,191	\$3,159	\$4,131	\$4,987	\$6,803	\$5,770	\$3,918	\$0	\$10,595	
Standard Error										\$1,303	\$1,290	\$1,686	\$2,036	\$2,777	\$2,355	\$1,600	2.50%	\$4,325	

Range

	Min Range
SPANISH FORK	\$42,298
SOUTH OGDEN	\$38,693
BRIGHAM CITY	\$41,180
FARMINGTON	\$46,198
SPRINGVILLE	\$46,202
WEST POINT CITY	\$46,036
LINDON	\$39,270
Average	\$37,230

Range

	Mid Range
SPANISH FORK	\$52,872
SOUTH OGDEN	\$51,489
BRIGHAM CITY	\$48,447
FARMINGTON	\$57,200
SPRINGVILLE	\$55,536
WEST POINT CITY	\$54,962
LINDON	\$49,015
Average	\$45,787

Range

	Max Range
SPANISH FORK	\$63,446
SOUTH OGDEN	\$64,285
BRIGHAM CITY	\$55,714
FARMINGTON	\$68,203
SPRINGVILLE	\$64,869
WEST POINT CITY	\$63,889
LINDON	\$58,760
Average	\$54,344



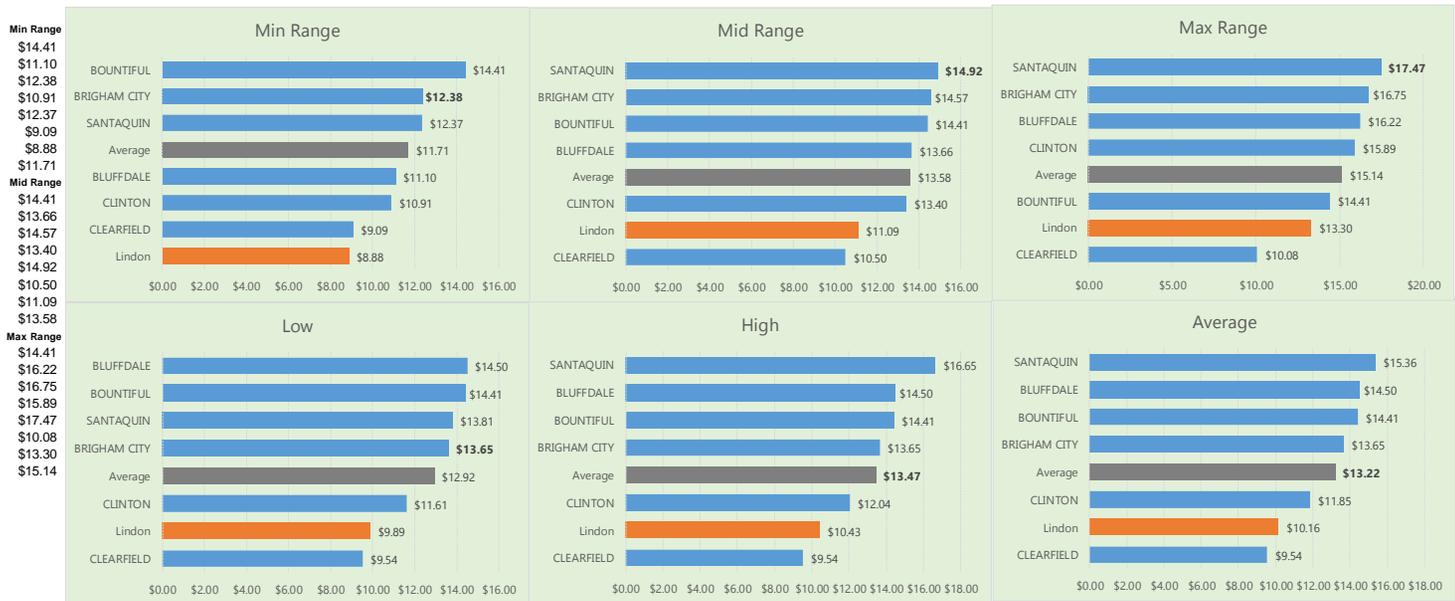
Job #2330 - RECEPTIONIST / SECRETARY

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	\$14.41	\$14.41	\$14.41	\$14.41	\$14.41	\$14.41	8/30/2017
BLUFFDALE	Secretary/Receptionist	25	N	1	\$11.10	\$13.66	\$16.22	\$14.50	\$14.50	\$14.50	2/22/2018
BRIGHAM CITY	Senior Center		N	1	\$12.38	\$14.57	\$16.75	\$13.65	\$13.65	\$13.65	9/7/2017
CLINTON	Receptionist/Telephone Operator		N	3	\$10.91	\$13.40	\$15.89	\$11.61	\$12.04	\$11.85	7/7/2017
SANTAQUIN	Receptionist/Secretary		N	3	\$12.37	\$14.92	\$17.47	\$13.81	\$16.65	\$15.36	2/2/2018
CLEARFIELD	Office Clerk	0		8	\$9.09	\$10.50	\$10.08	\$9.54	\$9.54	\$9.54	12/5/2017
Average						\$11.71	\$13.58	\$15.14	\$12.92	\$13.47	\$13.22
LINDON	Community Center Front Desk	20	N	4	\$8.88	\$11.09	\$13.30	\$9.89	\$10.43	\$10.16	4/20/2018
Difference					0	(\$2.83)	(\$2.49)	(\$1.84)	(\$3.03)	(\$3.04)	(\$3.06)
Difference %						-31.87%	-22.42%	-13.81%	-30.64%	-29.10%	-30.10%
# of Respondents						5	5	5	4	4	5
Standard Deviation						\$1.79	\$1.61	\$2.68	\$1.96	\$2.43	\$2.16
Standard Error						\$0.80	\$0.72	\$1.20	\$0.98	\$1.22	\$0.96

Range

BOUNTIFUL	\$14.41
BLUFFDALE	\$11.10
BRIGHAM CITY	\$12.38
CLINTON	\$10.91
SANTAQUIN	\$12.37
CLEARFIELD	\$9.09
Lindon	\$8.88
Average	\$11.71
Min Range	
BOUNTIFUL	\$14.41
BLUFFDALE	\$13.66
BRIGHAM CITY	\$14.57
CLINTON	\$13.40
SANTAQUIN	\$14.92
CLEARFIELD	\$10.50
Lindon	\$11.09
Average	\$13.58
Mid Range	
BOUNTIFUL	\$14.41
BLUFFDALE	\$16.22
BRIGHAM CITY	\$16.75
CLINTON	\$15.89
SANTAQUIN	\$17.47
CLEARFIELD	\$10.08
Lindon	\$13.30
Average	\$15.14
Max Range	
BLUFFDALE	\$11.10
BOUNTIFUL	\$14.41
BRIGHAM CITY	\$13.81
SANTAQUIN	\$13.65
CLEARFIELD	\$9.54
Lindon	\$9.89
Average	\$12.92
Low	
BLUFFDALE	\$14.50
BOUNTIFUL	\$14.50
BRIGHAM CITY	\$14.41
SANTAQUIN	\$14.50
CLEARFIELD	\$13.65
Lindon	\$13.65
Average	\$13.47
High	
SANTAQUIN	\$16.65
BLUFFDALE	\$14.50
BOUNTIFUL	\$14.41
BRIGHAM CITY	\$13.65
CLEARFIELD	\$9.54
Lindon	\$10.43
Average	\$13.22
Average	
SANTAQUIN	\$15.36
BLUFFDALE	\$14.50
BOUNTIFUL	\$14.41
BRIGHAM CITY	\$13.65
CLEARFIELD	\$9.54
Lindon	\$10.16
Average	\$13.22



Job #1971 - LABORER (PUBLIC WORKS)

Temp / Seasonal	
Range	Actual

Entity	Preferred Title	Hrs/Wk	Inc	Min	Mid	Max	Min	Max	Avg	Updated
AMERICAN FORK	Seasonal Parks - Seasonal Laborers	40	10	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00	1/1/2018
EAGLE MOUNTAIN	Seasonal Laborer	19	64	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	1/1/2018
PAYSON	Seasonal Laborer			\$8.75	\$10.38	\$12.00	\$8.75	\$12.00	\$10.38	1/1/2018
PLEASANT GROVE	Seasonal Laborer			\$9.00	\$10.00	\$11.00	\$9.00	\$11.00	\$10.00	1/1/2018
KAYSVILLE	Seasonal Laborer			\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	1/1/2018
SPANISH FORK	Seasonal Laborer			\$10.00	\$12.50	\$15.00	\$10.00	\$15.00	\$12.50	1/1/2018
SANDY	Seasonal Laborer			\$11.02	\$11.02	\$11.02	\$11.02	\$11.02	\$11.02	1/1/2018
RIVERTON	Seasonal Laborer			\$10.00	\$10.50	\$11.00	\$10.00	\$11.00	\$10.50	1/1/2018
MURRAY	Seasonal Laborer			\$10.00	\$10.50	\$11.00	\$10.00	\$11.00	\$10.50	1/1/2018
OREM	Seasonal Laborer			\$11.00	\$12.00	\$13.00	\$11.00	\$13.00	\$12.00	1/1/2018
SPRINGVILLE	Seasonal Laborer			\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	1/1/2018
SARATOGA SPRINGS	Seasonal Laborer			\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	1/1/2018
HIGHLAND	Seasonal Laborer	40	4	\$11.00	\$11.00	\$11.00	\$11.00	\$11.00	\$11.00	1/1/2018
LEHI	LABORER	0	75	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50	1/1/2018
Average				20	\$10.84	\$11.35	\$11.86	\$10.84	\$11.86	\$11.35
LINDON	Seasonal Laborer	40	3	\$11.26	\$14.06	\$16.86	\$11.26	\$11.26	\$11.26	03/29/2018

Difference	-17	\$0.42	\$2.71	\$5.00	\$0.42	(\$0.60)	(\$0.09)
Difference %		3.72%	19.28%	29.66%	3.72%	-5.32%	-0.80%
# of Respondents		14	14	14	14	14	14
Standard Deviation		\$1.42	\$1.27	\$1.39	\$1.42	\$1.39	\$1.27
Standard Error		\$0.38	\$0.34	\$0.37	\$0.38	\$0.37	\$0.34

Range



Job # 2083 - STORMWATER COORDINATOR

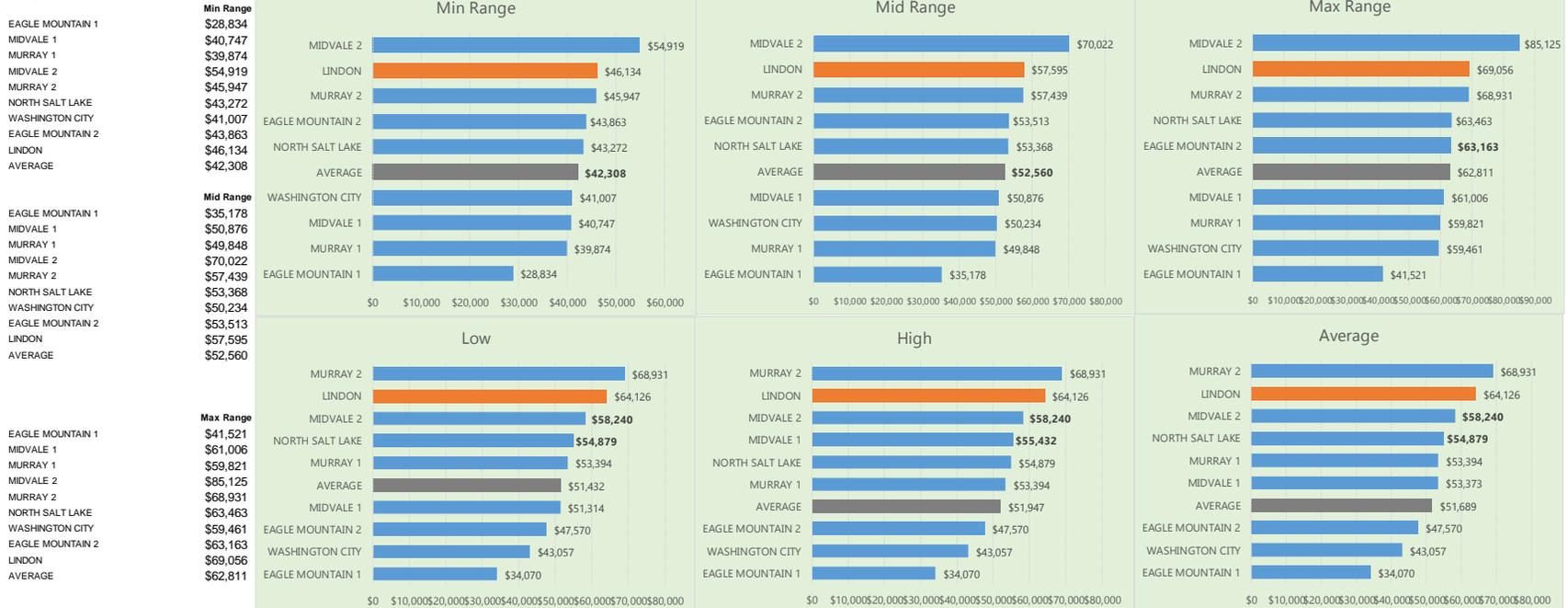
Entity	Preferred Title	Reports To	As Of	Hr/Yr	=>	Fisa	Resp	#Rpts	Inc	Range			Actual						
										Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
EAGLE MOUNTAIN 1	Storm Drain Maintenance Operator	Stormwater Supervisor	Feb-18	2080	=	N	0	0	1	\$28,834	\$35,178	\$41,521	\$34,070	\$34,070	\$34,070	\$10,424	19.28%	\$51,062	2/22/2018
MIDVALE 1	Storm Water Coordinator	City Engineer	Jan-18	2080	=	N	0	0	2	\$40,747	\$50,876	\$61,006	\$51,314	\$55,432	\$53,373	\$19,025	26.72%	\$86,659	3/28/2018
MURRAY 1	STORM WATER COMPLIANCE INSPECTOR - GRADE 16	STORM WATER SUPERVISOR	Jul-17	2080	=	N	0	0	1	\$39,874	\$49,848	\$59,821	\$53,394	\$53,394	\$53,394	\$15,480	30.92%	\$85,383	12/1/2017

Job # 2084 - STORMWATER MANAGER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	=>	Fisa	Resp	#Rpts	Inc	Range			Actual						
										Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated
MIDVALE 2	Storm Drain Manager	PW Operations Superintendent	Mar-18	2080	=	Y	3	0	1	\$54,919	\$70,022	\$85,125	\$58,240	\$58,240	\$58,240	\$19,025	26.72%	\$92,827	3/28/2018
MURRAY 2	STORM WATER SUPERVISOR - GRADE 19	STREETS & STORMWATER SUPERINTENDENT	Jul-17	2080	=	N	6	2	1	\$45,947	\$57,439	\$68,931	\$68,931	\$68,931	\$68,931	\$15,480	30.92%	\$105,724	12/1/2017
NORTH SALT LAKE	Storm Water Enforcement Inspector	Public Works Director	Sep-17	2080	=	N	1	0	1	\$43,272	\$53,368	\$63,463	\$54,879	\$54,879	\$54,879	\$14,381	24.87%	\$82,908	9/13/2017
WASHINGTON CITY	STORM WATER SUPERVISOR - GRADE 19	STORM WATER SUPERVISOR	Jan-17	2080	=	N	0	0	1	\$41,007	\$50,234	\$59,461	\$43,057	\$43,057	\$43,057	\$19,733	31.22%	\$76,232	3/1/2017
EAGLE MOUNTAIN 2	Storm/Water Supervisor	PW Director	Feb-18	2080	=	N	1	0	1	\$43,863	\$53,513	\$63,163	\$47,570	\$47,570	\$47,570	\$10,424	19.28%	\$67,165	2/22/2018
Average										\$42,308	\$52,560	\$62,811	\$51,432	\$51,947	\$51,689	\$15,497	26.24%	\$80,995	
LONDON	Storm Water Superintendent		Jan-18	2080	=	N	0	0	1	\$46,134	\$57,595	\$69,056	\$64,126	\$64,126	\$64,126	\$17,569	30.66%	\$101,359	4/20/2018

Difference	\$3,826	\$5,035	\$6,245	\$12,694	\$12,179	\$12,437	\$2,073	4.42%	\$20,364
Difference %	8.29%	8.74%	9.04%	19.80%	18.99%	19.39%	11.80%	14.41%	20.09%
# of Respondents	6	6	6	6	6	6	6	6	6
Standard Deviation	\$7,243	\$9,622	\$12,027	\$10,384	\$10,479	\$10,406	\$3,695	4.90%	\$16,546
Standard Error	\$2,957	\$3,928	\$4,910	\$4,239	\$4,278	\$4,248	\$1,508	2.00%	\$6,755

Range



Job # 2085 - STREET DIRECTOR

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
BOUNTIFUL	Street & Sanitation Director	Public Works Director/General Manager	Aug-17	2080	=	N	34	34	1	\$65,978	\$84,146	\$102,315	\$102,315	\$102,315	\$17,087	26.72%	\$146,741	8/30/2017

Job # 2090 - STREET SUPERINTENDENT

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	STREETS, SOLID WASTE & STORM DRAIN SUPERINTENDENT		Jul-17	2080	Y	0	0	1	\$58,864	\$63,338	\$77,813	\$77,501	\$77,501	\$77,501	\$19,938	26.91%	\$118,294	9/27/2017
HERRIMAN	Streets Manager		Jul-16	2080	=	Y	8	0	1	\$57,670	\$72,088	\$86,505	\$76,500	\$76,500	\$19,488	26.12%	\$115,970	2/8/2017
EAGLE MOUNTAIN	Street/SW Manager	City Administrator	Feb-18	2080	=	N	0	0	1	\$58,994	\$71,973	\$84,952	\$68,994	\$68,994	\$10,424	19.28%	\$92,720	2/22/2018
AMERICAN FORK	Street Superintendent		Jul-16	2080	=	Y	0	0	1	\$54,392	\$67,995	\$81,598	\$77,518	\$77,518	\$15,657	32.31%	\$118,220	2/3/2017
SPRINGVILLE	STREET SUPERINTENDENT		Jul-17	2080	=	N	0	0	1	\$56,165	\$67,610	\$79,056	\$73,091	\$73,091	\$20,505	28.12%	\$114,150	9/18/2017
BLUFFDALE	Street Superintendent	Public Works Director	Jul-17	2080	=	N	0	0	1	\$45,464	\$55,938	\$66,413	\$56,884	\$56,784	\$17,191	27.99%	\$89,869	2/22/2018
PLEASANT GROVE	STREETS/STORM DRAIN SUPERINTENDENT	Public Works Director	Jul-17	2080	>	N	0	0	1	\$0	\$0	\$0	\$64,664	\$64,664	\$11,768	32.81%	\$97,649	2/28/2018
SPANISH FORK	Streets and Stormwater Division Manager	Public Works Director	Oct-17	2080	=	Y	0	0	1	\$58,111	\$72,638	\$87,166	\$79,903	\$79,903	\$19,708	26.18%	\$120,534	10/17/2017

Average	\$56,955	\$69,466	\$83,227	\$75,263	\$75,252	\$75,252	\$16,863	27.38%	\$112,683
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LONDON	Streets Superintendent		Jul-16	2080	=	N	0	0	1	\$51,334	\$64,136	\$76,939	\$75,005	\$75,005	\$75,005	\$17,569	30.66%	\$115,573	4/20/2018
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Difference																			
Difference %																			
# of Respondents	8	8	8	8	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9
Standard Deviation	\$5,736	\$8,149	\$10,182	\$12,545	\$12,564	\$12,564	\$3,653	3.94%	\$17,470										
Standard Error	\$2,028	\$2,881	\$3,600	\$4,182	\$4,188	\$4,188	\$1,218	1.31%	\$5,823										

Range

Min Range	
BOUNTIFUL	\$65,978
PAYSON	\$58,864
HERRIMAN	\$57,670
EAGLE MOUNTAIN	\$58,994
AMERICAN FORK	\$54,392
SPRINGVILLE	\$56,165
BLUFFDALE	\$45,464
PLEASANT GROVE	\$0
SPANISH FORK	\$58,111
LONDON	\$51,334
AVERAGE	\$56,955
Mid Range	
BOUNTIFUL	\$84,146
PAYSON	\$63,338
HERRIMAN	\$72,088
EAGLE MOUNTAIN	\$71,973
AMERICAN FORK	\$67,995
SPRINGVILLE	\$67,610
BLUFFDALE	\$55,938
PLEASANT GROVE	\$0
SPANISH FORK	\$72,638
LONDON	\$64,136
AVERAGE	\$69,466
Max Range	
BOUNTIFUL	\$102,315
PAYSON	\$77,813
HERRIMAN	\$86,505
EAGLE MOUNTAIN	\$84,952
AMERICAN FORK	\$81,598
SPRINGVILLE	\$79,056
BLUFFDALE	\$66,413
PLEASANT GROVE	\$0
SPANISH FORK	\$87,166
LONDON	\$76,939
AVERAGE	\$83,227



Job # 145 - CITY TREASURER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Range			Actual				TCV	Updated	
										Min	Mid	Max	Low	High	Avg	Ben\$			Ben%
EAGLE MOUNTAIN	Asst Finance Director/Treasurer	Asst City Administrator	Feb-18	2080	=	N	0	0	0	\$55,720	\$67,978	\$80,237	\$70,013	\$70,013	\$70,013	\$10,424	19.28%	\$93,935	2/22/2018
SPANISH FORK	TREASURER		Oct-17	2080	=	Y	0	0	1	\$65,725	\$82,158	\$98,589	\$73,120	\$73,120	\$73,120	\$19,708	26.18%	\$111,974	10/17/2017
SPRINGVILLE	CITY TREASURER	Finance Director	Jul-17	2080	N	Y	5	0	1	\$53,480	\$64,346	\$75,213	\$73,674	\$73,674	\$73,674	\$20,505	28.12%	\$114,897	9/13/2017
PLEASANT GROVE	CITY TREASURER/HUMAN RESOURCES	Finance Director	Jul-17	2080	>	N	0	0	1	\$0	\$0	\$0	\$70,590	\$70,590	\$70,590	\$11,768	32.81%	\$105,518	2/28/2018
SANTAQUIN	ADMINISTRATIVE SERVICES DIRECTOR/TREASURER	CITY MANAGER	Jan-17	2080	>	N	7	7	1	\$55,794	\$69,100	\$82,407	\$69,718	\$69,718	\$69,718	\$18,369	26.82%	\$106,785	2/2/2018
PAYSON	CITY TREASURER		Jul-17	2080		Y	0	0	1	\$53,414	\$65,488	\$77,563	\$65,478	\$65,478	\$65,478	\$19,938	26.91%	\$103,036	9/27/2017
MAPLETON	CITY TREASURER	City Administrator/PSD	Jul-17	2080	N	N	0	0	1	\$48,311	\$49,479	\$50,646	\$49,760	\$52,166	\$50,963	\$12,624	18.85%	\$73,194	2/21/2018

Job # 183 - HUMAN RESOURCES PROFESSIONAL

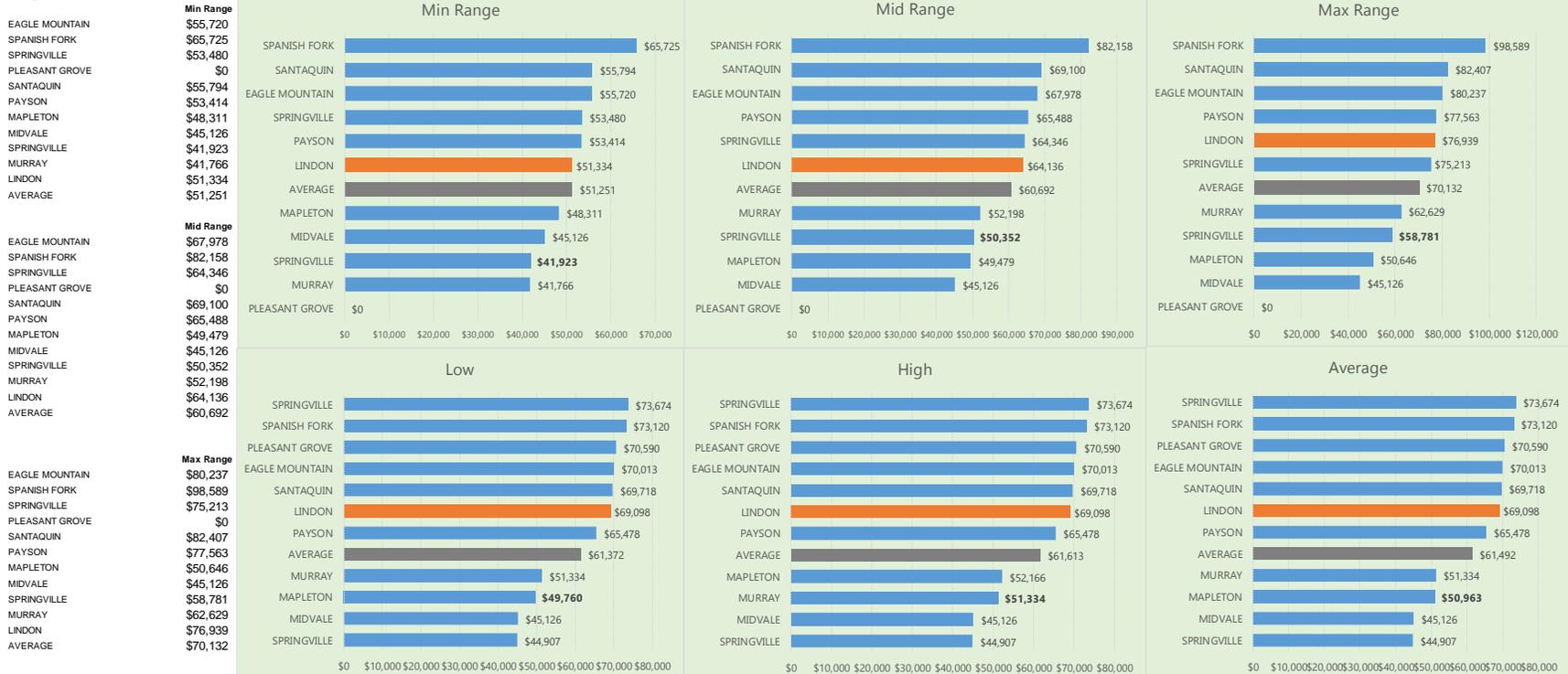
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Range			Actual				TCV	Updated	
										Min	Mid	Max	Low	High	Avg	Ben\$			Ben%
MIDVALE	Benefits Coordinator	Human Resource Director/City Recorder	May-18	2080	=	N	0	0	1	\$45,126.00	\$45,126.00	\$45,126.00	\$45,126.00	\$45,126.00	\$45,126.00	\$45,126.00	26.72%	\$95,673.00	5/17/2018
SPRINGVILLE	Human Resource Generalist	Manager of Administration	Jul-17	2080	=	N	0	0	0	\$41,923	\$50,352	\$58,781	\$44,907	\$44,907	\$44,907	\$20,505	28.12%	\$78,040	10/24/2017
MURRAY	Human Resource Analyst - Grade 17	Human Resource Director	Jul-17	2080	=	N	0	0	1	\$41,766	\$52,198	\$62,629	\$51,334	\$51,334	\$51,334	\$15,480	30.92%	\$82,686	12/1/2017

Average	\$51,251	\$60,692	\$70,132	\$61,372	\$61,613	\$61,492	\$19,445	26.47%	\$96,574
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LONDON	Treasurer	City Administrator	Jan-18	2080	=	N	0	0	1	\$51,334	\$64,136	\$76,939	\$69,098	\$69,098	\$69,098	\$17,569	30.66%	\$107,855	3/29/2018
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Difference	\$83	\$3,444	\$6,807	\$7,726	\$7,485	\$7,606	(\$1,876)	4.19%	\$11,281
Difference %	0.16%	5.37%	8.85%	11.18%	10.83%	11.01%	-10.68%	13.66%	10.46%
# of Respondents	9	9	9	10	10	10	10	10	10
Standard Deviation	\$7,769	\$12,083	\$17,080	\$12,047	\$11,811	\$11,923	\$9,808	\$0	\$14,490
Standard Error	\$2,590	\$4,028	\$5,693	\$3,810	\$3,735	\$3,771	\$3,102	1.40%	\$4,582

Range



Job # 2194 - WATER/WASTE WATER (UTILITY) DIRECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Fisa	Resp	#Rpts	Inc	Range					Actual					
									Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
EAGLE MOUNTAIN	Public Utilities Manager	City Administrator	Feb-18	2080	=	N	0	0	1	\$60,014	\$73,218	\$86,421	\$72,987	\$72,987	\$72,987	\$10,424	19.28%	\$97,483	2/22/2018

Job # 2075 - SANITATION/SOLID WASTE DIRECTOR

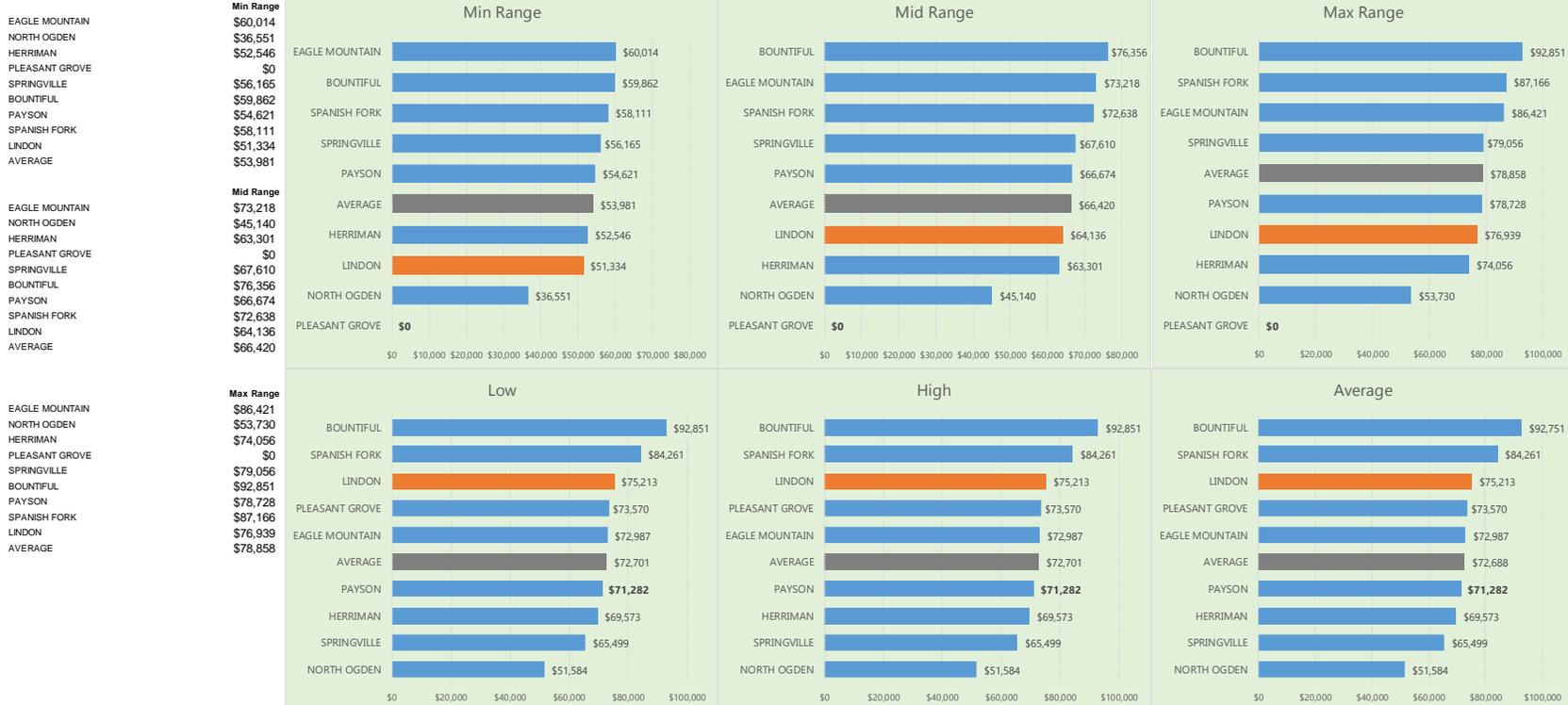
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Fisa	Resp	#Rpts	Inc	Range					Actual					
									Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
NORTH OGDEN	Solid Waste Superintendent	Public Works Director	Mar-18	2080	=	N	0	0	1	\$36,551	\$45,140	\$53,730	\$51,584	\$51,584	\$51,584	\$13,515	27.50%	\$79,284	3/27/2018

Job # 2195 - WATER / SEWER SUPERINTENDENT

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Fisa	Resp	#Rpts	Inc	Range					Actual					
									Min	Mid	Max	Low	High	Avg	Ben\$	Ben%	TCV	Updated	
HERRIMAN	Water Manager		Jul-16	2080	<	N	0	0	1	\$52,546	\$63,301	\$74,056	\$69,573	\$69,573	\$69,573	\$19,488	26.12%	\$107,233	1/13/2017
PLEASANT GROVE	WATER SUPERINTENDENT	Public Works Director	Jul-17	2080	=		0	0	1	\$0	\$0	\$0	\$73,570	\$73,570	\$73,570	\$11,768	32.81%	\$109,476	2/28/2018
SPRINGVILLE	WATER / SEWER SUPERINTENDENT	N	Jul-17	2080	N	N	0	0	1	\$56,165	\$67,610	\$79,056	\$65,499	\$65,499	\$65,499	\$20,505	28.12%	\$104,423	10/30/2017
BOUNTIFUL	Production Supervisor/Asst Manager	Water Director	Aug-17	2080	=	N	5	5	1	\$59,862	\$76,356	\$92,851	\$92,851	\$92,851	\$92,751	\$17,087	26.72%	\$134,621	8/30/2017
PAYSON	Assistant City Engineer/Water Superintendent		Jul-17	2080	=	Y	0	0	1	\$54,621	\$66,674	\$78,728	\$71,282	\$71,282	\$71,282	\$19,938	26.91%	\$110,402	9/27/2017
SPANISH FORK	UTILITY DIVISION MANAGER	Public Works Director	Oct-17	2080	=	Y	0	0	1	\$58,111	\$72,638	\$87,166	\$84,261	\$84,261	\$84,261	\$19,708	26.18%	\$126,033	10/17/2017

Average																			
									\$53,981	\$66,420	\$78,858	\$72,701	\$72,701	\$72,688	\$16,554	26.71%	\$108,619		
LINDON	Waste Water Superintendent		Jan-18	2080	=	N	0	0	1	\$51,334	\$64,136	\$76,939	\$75,213	\$75,213	\$75,213	\$17,569	30.66%	\$115,845	4/20/2018
Difference									(\$2,647)	(\$2,284)	(\$1,919)	\$2,512	\$2,512	\$2,525	\$1,015	\$0	\$7,226		
Difference %									-5.16%	-3.56%	-2.49%	3.34%	3.34%	3.36%	5.78%	12.90%	6.24%		
# of Respondents									4	4	4	4	4	4	5	5	4		
Standard Deviation									\$8,445	\$10,897	\$13,489	\$9,567	\$9,567	\$9,567	\$3,480	2.33%	\$14,033		
Standard Error									\$4,223	\$5,449	\$6,745	\$4,784	\$4,784	\$4,784	\$1,556	1.04%	\$7,017		

Range



Job # 2155 - WATER DIRECTOR

										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
HERRIMAN 1	Water Operations Director		2080	=	N	0	0	1	\$73,575	\$91,994	\$110,414	\$87,000	\$87,000	\$87,000	\$19,488	26.12%	\$129,212	1/13/2017

Job # 2165 - WATER SYSTEMS SUPERINTENDENT

										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
HERRIMAN 2	Water Supervisor		Jul-16	2080	=	N	0	0	\$47,085	\$58,140	\$69,195	\$60,277	\$60,277	\$60,277	\$19,488	26.12%	\$95,509	1/13/2017
BLUFFDALE	Water Superintendent	Public Works Director	Jul-17	2080	=	N	0	0	\$45,464	\$55,938	\$66,413	\$56,160	\$56,160	\$56,160	\$17,191	27.99%	\$89,071	2/22/2018
DRAPER	Water Manager	Public Works Director	Jul-17	2080	=	Y	5	5	\$52,603	\$68,328	\$84,053	\$65,562	\$65,562	\$65,562	\$19,309	26.12%	\$101,996	9/1/2017
WASHINGTON CITY	Public Works Water Superintendent		Jan-17	2080	N	0	0	1	\$54,916	\$67,272	\$79,629	\$57,468	\$57,468	\$57,468	\$19,733	31.22%	\$95,142	3/1/2017

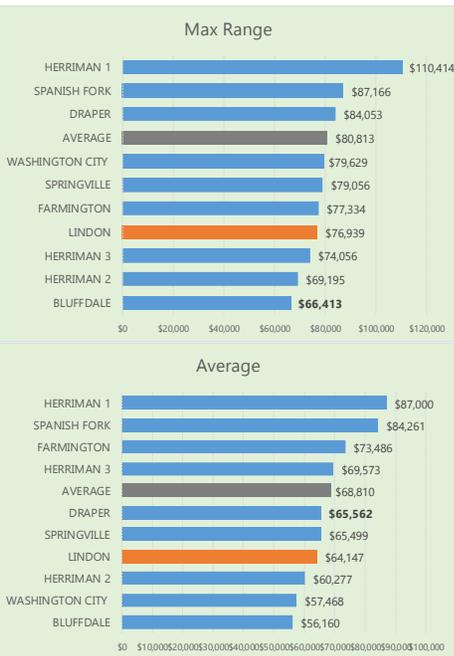
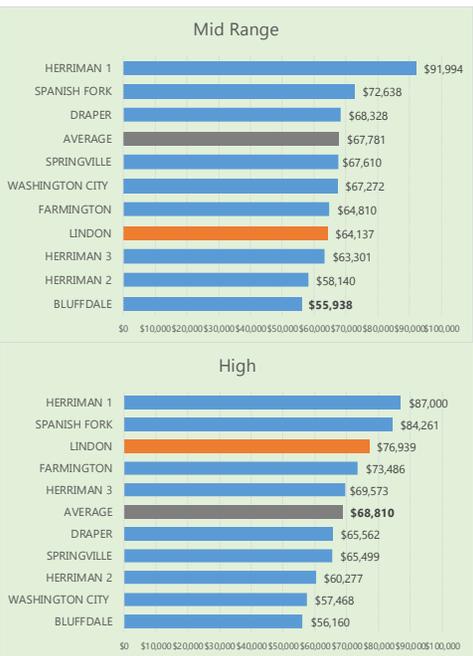
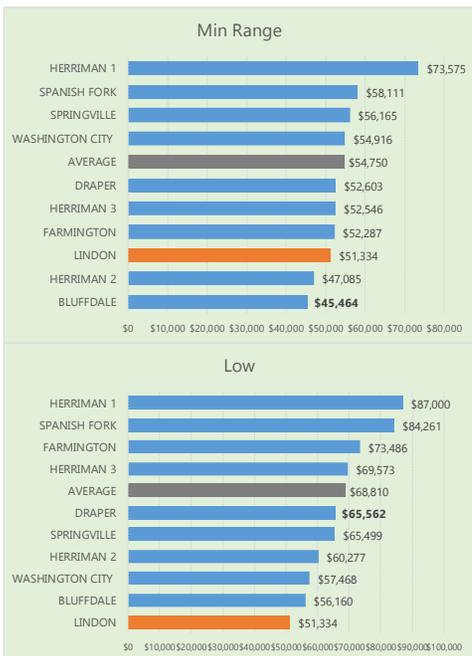
Job # 2195 - WATER / SEWER SUPERINTENDENT

										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
HERRIMAN 3	Water Manager		Jul-16	2080	<	N	0	0	\$52,546	\$63,301	\$74,056	\$69,573	\$69,573	\$69,573	\$19,488	26.12%	\$107,233	1/13/2017
FARMINGTON	WATER SUPERINTENDENT	Public Works Director	Jul-17	2080	N	3	2	1	\$52,287	\$64,810	\$77,334	\$73,486	\$73,486	\$73,486	\$16,348	28.52%	\$110,792	8/21/2017
SPRINGVILLE	WATER / SEWER SUPERINTENDENT	N	Jul-17	2080	N	0	0	1	\$56,165	\$67,610	\$79,056	\$65,499	\$65,499	\$65,499	\$20,505	28.12%	\$104,423	10/3/2017
SPANISH FORK	UTILITY DIVISION MANAGER	Public Works Director	Oct-17	2080	=	Y	0	0	\$58,111	\$72,638	\$87,166	\$84,261	\$84,261	\$84,261	\$19,708	26.18%	\$126,033	10/17/2017

										Average								
LINDON	Water Superintendent	Public Works Director	Jan-18	2080	=	N	2	0	\$51,334	\$64,137	\$76,939	\$51,334	\$76,939	\$64,147	\$17,569	30.66%	\$101,386	3/22/2018
									\$54,750	\$67,781	\$80,813	\$68,810	\$68,810	\$68,810	\$19,029	27.39%	\$106,601	
									(\$3,416)	(\$3,644)	(\$3,874)	(\$17,476)	\$8,129	(\$4,663)	(\$1,460)	3.27%	(\$5,215)	
									-6.65%	-5.68%	-0.04%	-34.04%	10.57%	-7.27%	-8.31%	10.67%	-5.14%	
									9	9	9	9	9	9	9	9	9	
									\$8,126	\$10,444	\$12,902	\$11,040	\$11,040	\$11,040	\$1,342	\$0	\$13,668	
									\$2,709	\$3,481	\$4,301	\$3,680	\$3,680	\$3,680	\$447	0.59%	\$4,556	

Range

Entity	Min Range	Mid Range	Low	High	Max Range
HERRIMAN 1	\$73,575	\$91,994	\$87,000	\$87,000	\$110,414
HERRIMAN 2	\$47,085	\$58,140	\$69,573	\$69,573	\$69,195
BLUFFDALE	\$45,464	\$55,938	\$66,413	\$66,413	\$66,413
DRAPER	\$52,603	\$68,328	\$84,053	\$84,053	\$84,053
WASHINGTON CITY	\$54,916	\$67,272	\$79,629	\$79,629	\$79,629
HERRIMAN 3	\$52,546	\$63,301	\$74,056	\$74,056	\$74,056
FARMINGTON	\$52,287	\$64,810	\$77,334	\$77,334	\$77,334
SPRINGVILLE	\$56,165	\$67,610	\$79,056	\$79,056	\$79,056
SPANISH FORK	\$58,111	\$72,638	\$87,166	\$87,166	\$87,166
LINDON	\$51,334	\$64,137	\$76,939	\$76,939	\$76,939
AVERAGE	\$54,750	\$67,781	\$80,813	\$68,810	\$80,813



Job # 1993 - MAINTENANCE WORKER/ SENIOR

		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	
FARMINGTON	Maintenance Worker III		Oct-17	2080	=	N	0	0	2	\$40,828	\$50,480	\$60,133	\$43,178	\$57,414	\$50,296	\$16,348	28.52%	\$80,988	8/7/2017
SPANISH FORK	Streets and Stormwater Crew Lead		Oct-17	2080	=	N	0	0	2	\$36,322	\$45,402	\$54,483	\$46,992	\$46,992	\$46,992	\$19,708	26.18%	\$79,005	10/17/2017

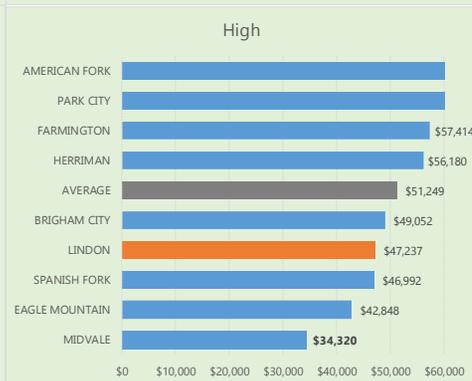
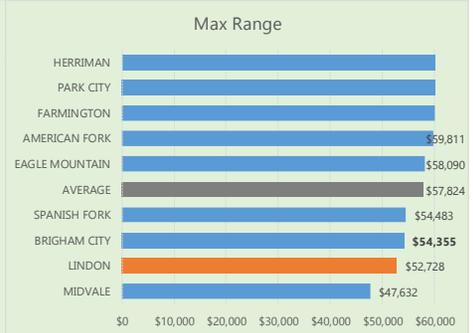
Job # 2174 - WATER DISTRIBUTION OPERATOR IV

		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	WATER SYSTEM LEAD OPERATOR		Jul-16	2080	=	N	0	0	1	\$41,249	\$50,530	\$59,811	\$61,616	\$61,616	\$15,657	32.31%	\$97,181	2/3/2017	
EAGLE MOUNTAIN	Water System Operator IV	Water System Supervisor	Feb-18	2080	=	N	0	0	1	\$40,340	\$49,215	\$58,090	\$42,848	\$42,848	\$10,424	19.28%	\$61,533	2/22/2018	
PARK CITY	Water Worker IV	Water Operations Team Leader	Jul-17	2080	>	N	0	0	4	\$40,643	\$50,502	\$60,361	\$56,326	\$61,568	\$57,926	\$22,741	26.13%	\$95,804	8/31/2017
MIDVALE	Water Meter Maintenance Technician	Customer Service Supervisor	Jan-18	2080	=	N	0	0	1	\$32,750	\$40,191	\$47,632	\$34,320	\$34,320	\$19,025	26.72%	\$62,515	3/28/2018	
BRIGHAM CITY	Lead Water Systems Operators	Water Systems Maintenance Supervisor	Jul-17	2080	=	N	0	0	1	\$40,175	\$47,265	\$54,355	\$49,052	\$49,052	\$15,697	26.13%	\$77,566	9/7/2017	
HERRIMAN	Water Operator III/Lead		Jul-16	2080	=	N	0	0	1	\$45,151	\$56,439	\$67,727	\$56,180	\$56,180	\$19,488	26.12%	\$90,342	1/13/2017	
Average									\$39,682	\$48,753	\$57,824	\$48,814	\$51,249	\$49,904	\$17,386	26.42%	\$80,617		
LINDON	Water Systems Maintenance Technician		Jan-18	2080	=	N	0	0	1	\$35,235	\$43,982	\$52,728	\$35,235	\$47,237	\$40,924	\$17,569	30.66%	\$71,042	4/20/2018

Difference	(\$4,447)	(\$4,771)	(\$5,096)	(\$13,579)	(\$4,012)	(\$8,980)	\$183	4.24%	(\$9,575)
Difference %	-12.62%	-10.85%	-9.66%	-38.54%	-8.49%	-21.94%	1.04%	13.82%	-13.48%
# of Respondents	8	8	8	8	8	8	8	8	8
Standard Deviation	\$13,667	\$16,837	\$20,041	\$18,281	\$19,336	\$18,563	\$6,757	\$0	\$29,750
Standard Error	\$4,832	\$5,953	\$7,085	\$6,463	\$6,836	\$6,563	\$2,389	3.33%	\$10,518

Range

	Min	Mid	Max
FARMINGTON	\$40,828	\$50,480	\$60,133
SPANISH FORK	\$36,322	\$45,402	\$54,483
AMERICAN FORK	\$41,249	\$50,530	\$59,811
EAGLE MOUNTAIN	\$40,340	\$49,215	\$58,090
PARK CITY	\$40,643	\$50,502	\$60,361
MIDVALE	\$32,750	\$40,191	\$47,632
BRIGHAM CITY	\$40,175	\$47,265	\$54,355
HERRIMAN	\$45,151	\$56,439	\$67,727
LINDON	\$35,235	\$43,982	\$52,728
AVERAGE	\$39,682	\$48,753	\$57,824
FARMINGTON	\$50,480	\$60,133	\$69,786
SPANISH FORK	\$45,402	\$54,483	\$63,564
AMERICAN FORK	\$50,530	\$59,811	\$69,092
EAGLE MOUNTAIN	\$49,215	\$58,090	\$66,965
PARK CITY	\$50,502	\$60,361	\$70,223
MIDVALE	\$40,191	\$47,632	\$55,073
BRIGHAM CITY	\$47,265	\$54,355	\$63,430
HERRIMAN	\$56,439	\$67,727	\$79,016
LINDON	\$43,982	\$52,728	\$61,483
AVERAGE	\$48,753	\$57,824	\$66,897



Job #1264 - RECREATION AIDE

Part Time

Entity	Preferred Title	Hrs/Wk	Ben	Inc	Range			Actual			Updated
					Min	Mid	Max	Min	Max	Avg	
MURRAY	Recreation Staff - Grade P3	20	N	133	\$8.70	\$10.85	\$13.00	\$8.10	\$12.50	\$9.22	8/11/2017
WASHINGTON TERRACE	Recreation Aide	20	N	1	\$9.60	\$9.60	\$9.60	\$9.60	\$9.60	\$9.60	1/4/2018
SYRACUSE	Recreation Assistant	20	N	40	\$7.46	\$8.58	\$9.70	\$7.46	\$9.01	\$7.76	8/4/2017
Average				11	\$8.59	\$9.68	\$10.77	\$8.39	\$10.37	\$8.86	

Job #1266 - RECREATION CENTER RECEPTIONIST

Part Time

Entity	Preferred Title	Hrs/Wk	Ben	Inc	Range			Actual			Updated
					Min	Mid	Max	Min	Max	Avg	
MURRAY	SERVICE DESK/CUSTOMER SERVICE (PART TIME/SEASONAL) - GRADE 1	20	N	6	\$9.44	\$11.80	\$14.16	\$9.45	\$11.60	\$10.18	8/11/2017
RIVERDALE	Community Center Customer Clerk	19	N	5	\$9.87	\$12.47	\$15.06	\$10.27	\$15.05	\$12.67	11/6/2017
Average				8	\$9.66	\$12.13	\$14.61	\$9.86	\$13.33	\$11.43	

Combined Average					\$9.01	\$10.66	\$12.30	\$8.98	\$11.55	\$9.89
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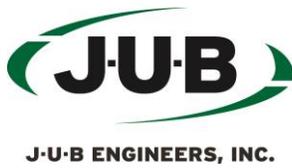
Lindon	PT Recreation Assistant				13.65	17.045	20.44			
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9. Action Item — Bid Award, 2018 Asphalt Crack Filling Projects*(5 minutes)*

Staff recommends that the City Council award the asphalt crack filling work to the low bidder on this project, Morgan Pavement Maintenance at \$155,480.00, with the option to extend the contract for crack repair work which will be completed in 2019 and 2020.

See attached memo, bid award form, and map of crack seal locations. This is for crack sealing only and will be completed this winter. Additional projects for road patching, larger asphalt reconstruction and full roadway seal coats will be advertised and bid out this Jan/Feb for work to be done next spring and summer.

Sample Motion: I move to (award, not award) the 2018 Asphalt Crack Filling projects to the low bidder, Morgan Pavement Maintenance, with the option to extend the contract for crack repair work to be completed in 2019 and 2020.



J-U-B COMPANIES

THE
LANGDON
GROUPGATEWAY
MAPPING
INC.

November 16, 2018

Adam Cowie, City Administrator
Lindon City Corporation
100 North State Street
Lindon, UT 84042

RE: Lindon City 2018 Crack Repair Project

Dear Adam:

We have tabulated the bids opened Tuesday, November 13, 2018 for the above project. Four bidders submitted bids. The bid tabulation is shown below.

Lindon City 2018 Crack Repair

Bid Opening: 13 November 2018

ITEM NO.	DESCRIPTION	QTY.	UNIT	SUMMARY OF BIDS RECEIVED									
				ENGINEERS' ESTIMATE		Morgan Pavement		Preferred Paving		1-800-Asphalt		M&M Asphalt	
				UNIT PRICE	TOTAL	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL
1	Fill and Seal Cracks	63	TON	\$2,400	\$151,200	\$2,460	\$154,980	\$2,680	\$168,840	\$2,690	\$169,470	\$3,030	\$190,890
2	Routing Cracks	10,000	LF	\$1.00	\$10,000	\$0.05	\$500	\$0.46	\$4,600	\$0.49	\$4,900	\$0.14	\$1,400
BID TOTAL				\$161,200	\$155,480	\$173,440	\$174,370	\$192,290					

The bids on this project include asphalt crack filling and sealing work at multiple locations throughout Lindon (see attached map). Crack routing is also included in the contract at locations to be identified by the City Engineer. This contract includes 2018 crack repair work, as well as an option to extend the contract for up to 2 additional years. Extension of the contract will be at the discretion of the City and is contingent on the contractor holding bid prices.

As you can observe from the attached bid tabulation, Morgan Pavement Maintenance is the low bidder with a total bid price of \$155,480.00. We consider Morgan to be a responsible and reputable contractor, and we believe awarding the contract to them to be in the best interests of the City.

Morgan has successfully completed projects for Lindon City in the past. We recommend awarding the project to Morgan Pavement Maintenance at \$155,480.00, with the option to extend the contract for crack repair work which will be completed in 2019 and 2020. Our opinion of probable construction cost for the project was \$161,200.00. Their bid is \$5,720.00 (3.5%) lower than the opinion.

We have prepared the notice of award and attached it to this letter. If the City Council awards the contract on Tuesday, November 20, please sign and return it to us.

Please let us know of the Council's decision and we will proceed in accordance with the direction given.

We are happy to answer any questions you may have.

Best regards,
J-U-B Engineers, Inc.

A handwritten signature in black ink, appearing to read "Mark L. Christensen". The signature is fluid and cursive, with a large, sweeping flourish at the end.

Mark L. Christensen, P.E.
Project Manager

Enclosures

cc Brad Jorgensen, Public Works Director
Noah Gordon, City Engineer
Gary Taylor, Streets Superintendent
Tres Smith, Morgan Pavement Maintenance

Notice of Award

Dated:

Project: Lindon City 2018 Crack Repair Project	Owner: Lindon City Corporation	Owner's Contract No.:
Contract:		Engineer's Project No.: 50-18-015
Bidder: Morgan Pavement		
Bidder's Address: (send Certified Mail, Return Receipt Requested) P.O. Box 190, Clearfield, UT 84089		

You are notified that your Bid dated Monday, November 12, 2018 for the above Contract has been considered. You are the Successful Bidder and are awarded a Contract for the **Lindon City 2018 Crack Repair Project**, as modified per Supplemental Attachment A.

Description and Scope of Work: The Project consists of asphalt crack filling and sealing in multiple locations in Lindon, as indicated on the Project map. Crack routing will also be included in the contract at locations to be identified by Engineer. This contract includes the 2018 work, as well as an option to extend the contract for up to 2 additional years. Extension of contract will be at the discretion of the City and is contingent on contractor holding bid prices.

The work includes all items as listed and described in the Bid Form and Measurement and Payment.

The Contract Price of your Contract is

3 copies of each of the proposed Contract Documents and Drawings accompany this Notice of Award.

You must comply with the following conditions precedent within 15 days of the date you receive this Notice of Award.

1. Deliver to the Owner three fully executed counterparts of the Contract Documents.
2. Deliver with the executed Contract Documents the Contract Security Bonds as specified in the Instructions to Bidders (Article 20), and General Conditions (Paragraph 5.01), and Supplementary Conditions (Paragraph SC-5.01).
3. Deliver with the executed Contract Documents the Insurance Certificates as specified in the Instructions to Bidders (Article 20), and General Conditions (Paragraph 5.03), and the Supplementary Conditions (Paragraph SC-5.04).
4. Other conditions precedent:

Failure to comply with these conditions within the time specified will entitle Owner to consider you in default, annul this Notice of Award and declare your Bid security forfeited.

Within ten days after you comply with the above conditions, Owner will return to you one fully executed counterpart of the Contract Documents.

Lindon City Corporation

 Owner
 By: _____

 Jeff Acerson

 Mayor

Copy to Engineer

2018 Crack Filling/Sealing Locations



10. Discussion Item — Utility Billing Policies*(45 minutes)*

City Staff will present possible updates to the city's utility billing policies, including when fees are charged for base rates for various uses (residential, accessory apartments, multi-family, non-residential). No motions will be made at this time but general feedback may be given. Formal adoption of any recommended changes will occur in a future meeting.

See attached summary of DRAFT utility billing policies that will be discussed in detail at the meeting. After going through an extensive utility audit Staff found some discrepancies in current billing practices that need to be addressed in addition to recommended changes that are felt needed.

No motion needed. General feedback and direction will be provided.

DRAFT

Summary of new Lindon City Utility Billing Policies – Nov. 2018

These policies are for purposes of utility billing only and do not affect other policies, rates, or fees otherwise adopted by the City.

General Utility Billing:

- Once a water meter is set the water and sewer base rates and storm water fees are charged each month regardless of occupancy.
 - There is no allowance for temporary discontinuance of utilities, garbage, or recycling. (i.e., if a home or business is vacant with no use of water the utility account is still billed the monthly water and sewer base rates, storm water fees, garbage, and recycling).
 - Garbage and recycling may be cancelled at any time but requires a new utility sign-up for these services to start again.
- Individual water meters are always assessed all base rates plus monthly usage fees with rates as established in the Lindon City Fee Schedule.

Multi-family Units (includes multiple residential units on single meter):

- Each UNIT is charged ALL base rates each month with the following discounts:
 - Water base rate: First unit is charged full base rate. Each additional unit receives a \$3.00 discount off water base rate.
 - Sewer base rate: First unit is charged full base rate. Each additional unit receives a \$1.00 discount off sewer base rate.

Accessory Apartments:

- No additional base rates are assessed if both the primary dwelling and the accessory apartment are served from a single water meter. (i.e., no 'double base rates' charged for having a legal accessory apartment in a basement)
 - If an accessory apartment unit is served by its own water meter then it will be charged all the same base rates and usage fees as single-family dwelling.

Non-Residential:

- All base rates are applied to each water meter.

***This is not an all-inclusive list of utility billing policies. Other policies are also in place and will be consolidated into one policy document for final City Council review and approval.**

Another way to say everything written above (from JUB engineers)...

- Accounts in which one culinary water meter serves a multi-family residential structure accrue the usual monthly charges corresponding to a single family unit, plus an additional culinary water base rate (discounted \$3.00) and an additional sewer base rate (discounted \$1.00) for each additional dwelling unit. The culinary water base rates will be the rate that corresponding to the minimum water meter size, not the actual water meter size.

- All other accounts (residential or nonresidential, including accessory residential apartments) having one water meter are charged the usual base and usage rates, even when the building is unoccupied.
- Accounts with a combination meter (one measurement for high flow and one measurement for low flow) are charged a base rate that corresponds to the larger meter size and a usage rate per the sum of the two measurements.

DRAFT

II. Council Reports:

- A) MAG, COG, UIA, Utah Lake Commission, ULCT, NUVAS, IHC Outreach, 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) Public Safety, Court, Lindon Days, Transfer Station/Solid Waste
- F) Admin., Community Center, Historic Comm., PG/Lindon Chamber, Budget Committee

(20 minutes)

- Jeff Acerson
- Van Broderick
- Matt Bean
- Carolyn Lundberg
- Daril Magleby
- Jacob Hoyt

12. Administrator's Report

(10 minutes)

Misc Updates:

- November City newsletter: https://media.rainpos.com/442/november18final_20181108141740.pdf
- November newsletter article: **Josh Adams** - Article due to Kathy last week in November.
- Update on employee positions: City Attorney, Legal Secretary, Associate Planner, new Staff Engineer position (creating this instead of filling vacant Public Works Inspector position)
- Update on pending litigation
- Utah County '[Valley Visioning](#)' kick-off meeting was held at UVU. Led by Envision Utah.
- Misc. Items:

Upcoming Meetings & Events:

- Nov 9th-19th – Fall Clean-Up w/ dumpsters available around town for public use. Nov 1-30th City will continue to pick up leaf bags, but yard waste, etc. needs to be taken to dumpsters.
- November 22nd – Mayor's Thanksgiving Dinner event.
- Nov 22nd-23rd – Offices closed for Thanksgiving holiday.
- Dec 10th through January 4th: advertise Councilmember vacancy. Interview & select new Councilmember on January 15th.
- Dec 12 at 6:00pm - Employee Christmas party at Community Center
- Dec 21st Closed at Noon
- Dec 24th-25th – City offices closed for Christmas holiday.
- Tuesday, January 1st – City offices closed for New Year's holiday. No Council meeting.

Adjourn