ORDINANCE NO. 12-06

ROLL CALL

VOTING	YES	NO
MAYOR JOE L THOMAS *(votes only in case of tie)*		
G. WAYNE ANDERSEN *Councilmember*	X	
MATTHEW D. BARBER *Councilmember*	X	
STEVE LEIFSON *Councilmember*	X	
SETH V. SORENSEN *Councilmember*	X	
CHRIS C. WADSWORTH *Councilmember*	X	

I MOVE this resolution be adopted: Mathew D. Barber
I SECOND the foregoing motion: Seth V. Sorensen

ORDINANCE NO. 12-06

ORDINANCE OF THE CITY COUNCIL AMENDING THE PERSONNEL POLICY TO ADOPT A SALARY SCHEDULE AND ADMINISTRATION POLICY

WHEREAS, Spanish Fork City has adopted a personnel policy which establishes a compensation plan; and

WHEREAS, the City has recently completed a salary and benefits survey by a nationally prominent consultant; and

WHEREAS, the intent of the survey is to assure that City employees are paid competitively, neither being paid too much nor too little, based upon market conditions and that employee benefits are in line with other employers; and

WHEREAS, the consultant also recommended adoption of a salary schedule and administration policy to maintain the equities sought from the survey; and

WHEREAS, it is more economical to adopt the proposed policy to maintain equities rather than to pay for consultants to do so on a frequent basis;

NOW, THEREFORE, BE IT ORDAINED AND ENACTED BY THE SPANISH FORK CITY COUNCIL as follows:

I.

1. Sections 1.24.010, 020, 030, and 040 of the Spanish Fork City Personnel Policy, dealing with the compensation plan of the City, are hereby amended as shown in the attached document.

2. The initial salary schedule is attached hereto. The City Manager or Designee is authorized to obtain survey results on an annual basis and to update the schedule for inclusion in the City's annual budget.

3. The initial benefits analysis is attached hereto and hereby adopted.

II.

In order to protect the health, safety, and welfare of the residents of the City, this ordinance shall become effective immediately upon passage.

III.

This ordinance shall not become part of the Spanish Fork Municipal Code.

Dated this 7th day of November, 2006.

JOE L. THOMAS, Mayor

ATTEST:

KENT R. CLARK, City Recorder

SPANISH FORK CITY PERSONNEL POLICY

Chapter 1.24 Compensation Plan

1.24.010 Philosophy Statement.

It is the City's goal to provide meaningful services to its residents in a cost-effective and professional manner. This requires that the City attract, retain, and motivate skilled and customer-service-oriented employees into the organization. In support of its goal, the City sets forth the following guiding principles for its employee compensation program:

1. Market Competitiveness: Since we expect superior contribution levels and customer service from our employees, it is important that we establish and maintain pay programs and practices that target the 60th to 65th percentile of the market for organizations (both municipal government and general industry) of comparable size and scope. We will target the local market for our non-supervisory positions, the Central Utah market for our supervisory positions, and a statewide market for management positions.
2. Internal Equity: We value internal equity in this organization. Therefore, we will group positions into pay grades based on market and job content (relative to the City Manager position), to insure that jobs of comparable scope and responsibility are assigned to comparable pay ranges.
3. Performance-Based Pay: The success of the City organization is closely linked to the contribution levels of our managers and staff. Our pay program, then, will recognize performance first and foremost. Specifically, our employees will be eligible to receive increases in base pay based on their individual performance throughout the performance year. In addition, we will use team-based performance measures where reasonable, and where it supports successful outcomes for our residents.
4. Flexibility: We recognize that we need to be flexible in responding to internal and external compensation issues. We will, however, exercise flexibility in ways that respect the principles of fairness and equity for all.
5. Appropriate Mix of Compensation Elements: Our total compensation package will incorporate some or all of the elements available in the external market (base pay; non-cash recognition; benefits; etc.). We want to use an appropriate mix of elements to insure that our compensation programs are externally competitive, while reinforcing and enhancing worker performance.

1.24.020. Establishment of Compensation Plan.

A. Policy Statement and Responsibilities.

The compensation plan of Spanish Fork City shall consist of a schedule of salary ranges for all position classifications. Classification grades will be linked to salary ranges that are targeted to have midpoints at about the 60-65th percentile of appropriate survey data. The Assistant City Manager is responsible for the overall maintenance of salary ranges, and for participation in market surveys. The City Council is responsible for reviewing and approving changes to the salary ranges.

B. Market Surveys.

The City will participate in industry and regional surveys that are known to provide high

quality data on employee pay practices. Data will be collected on "benchmark" positions, as approved by the City Manager. Two benchmark positions for each pay grade will be used to collect the data. This data will be collected annually. The Assistant City Manager will also conduct "spot" surveys, as necessary, if a position or group of positions appears to develop market sensitivity outside of the annual market review cycle.

C. Salary Ranges.

The data collected from the benchmark positions will be used by the Assistant City Manager to identify a salary range midpoint for each pay grade. Salary range minimums and maximums will then be calculated from that midpoint.

D. Exceptions.

Market conditions may necessitate that the City conduct "spot" surveys outside of the normal annual market review cycle to determine a competitive pay range for a position(s) that experiences market sensitivity. The Assistant City Manager may initiate a "spot" survey, based on market observations; or, a Department Director may request a "spot" survey if they feel an existing range is not attracting or retaining qualified candidates/employees. The "spot" survey will be used to establish the salary range for the position(s) surveyed if the Assistant City Manager determines it appropriate to attract or retain qualified employees.

1.24.030. Salary Administration - Initial Classification.

A. Policy Statement and Responsibilities.

The City strives to set and administer individual employee pay rates in a manner that supports the City's commitment to equity and consistency. Managers/supervisors are responsible for the fair, equitable, and affordable administration of pay rates for employees in their work units. They have the primary responsibility to administer the pay guidelines following this policy. The Assistant City Manager has the responsibility to provide the managers/supervisors with an "organizational perspective" on pay administration.

B. Guidelines.

The following are to be used in setting the initial pay of an employee:

1. Hiring: New employees meeting the hiring guidelines for the position should be hired up to the midpoint (market value) of the salary range. Consideration should be given to the education, experience, and/or ability to contribute that the employee brings to the position, and to internal equity. Actual hiring rates are determined jointly by the hiring manager, and the Assistant City Manager.

2. Promotion: A promotion is defined as a change from a job assigned to one pay grade to a job assigned to a higher pay grade. Newly promoted employees should normally receive the minimum of their new range, or an increase in base rate not to exceed 10%. Consideration should be given to education, experience, and/or ability to contribute that the employee brings to the position, and to internal equity. An increase which results in placement of the pay rate above the midpoint of the new pay range should receive approval or modification from the City Manager.

3. Lateral Transfer: A lateral transfer is defined as a change from a job assigned to one pay grade to a job assigned to the same pay grade. An employee will not normally receive a change in pay rate as a result of a lateral transfer.

4. Demotion: A demotion is defined as a change from a job assigned to one pay grade to a job assigned to a lower pay grade. A demoted employee will remain at their current

pay rate, or will be assigned the pay rate that is the maximum of the new range, whichever is lower.

5. Reclassification: When a position is assigned to a higher or lower salary grade because of a change in duties, the employee's pay rate will be adjusted on the same basis as a promotion or demotion.

6. "Learner" Positions: In those cases when a prospective employee does not meet the minimum qualifications for a position, the vacancy may be filled on a "Learner" basis. In this case, the employee may be paid up to 10% below the minimum for the pay range. This arrangement must be reviewed every three months, and cannot extend longer than one year, at which time the employee's pay rate must be raised to at least the minimum of the pay range.

1.24.040. Salary Administration - Adjustments.

A. Employees shall be eligible for a salary adjustment upon recommendation of the department director and upon approval of the city manager.

B. The following situations shall not disqualify an employee for salary adjustments:

1. Authorized military leave, provided the person is reinstated within ninety (90) days following honorable discharge from the military service.

2. Authorized educational leave.

3. Time during which an employee is receiving compensation for injury, or disease arising out of and in the course of his/her employment.

4. Authorized leave of absences without pay of fifteen (15) calendar days or less, within any calendar year.

5. Authorized leave of absence with pay.

C. The following guidelines are to be used in setting salary adjustments:

1. Equity Increases: An equity increase is defined as an increase in pay that is granted in order to maintain an equitable pay relationship between an employee's base pay rate and the base pay rates of other employees in the same classification or work unit. When making an equity increase, consideration should be given to the longevity; skills/training; and ongoing ability to contribute of the individuals involved. The Assistant City Manager maintains "Guidelines Regarding Appropriate Placement In Range" for use in making equity increase decisions. All equity increases should have the approval of the Department Director and the Assistant City Manager.

2. Annual Salary Increases: Once an employee's pay rate is appropriately placed within a pay range, the employee may receive annual increases in their base pay rate on the basis of performance, the growth in market, and the organization's ability to pay.

3. Maximum of the Pay Range: If an employee is paid at or above the maximum for their pay range, the employee should not receive any further increase in their base pay rate until their salary range "catches up" with their pay rate. The employee may receive a lump sum payment in lieu of an increase in base pay

4. Exceptional Market Conditions: Market sensitivities may force the organization to assign a position to a pay grade that is higher or lower than the content of the job would indicate, in order to attract and retain employees in a classification. The Assistant City Manager will recommend Market-Based Range Assignments for positions to the City Manager for approval or modification. Once a Market-Based Range is assigned:

a. All employees in that classification should be placed at the position in

their new range that equates to the compa-ratio they held in their normal range.

b. Once the Market-Based Range is no longer necessary, the position will be returned to a more appropriate grade/range, and employees in the classification would be returned to the compa-ratio they held in the Market-Based Range.

D. When a salary adjustment is delayed solely through administrative process, the adjustment shall be effective on the original date.

Salary Ranges
Effective October 2006 to September 2007

Position Title	Content Grade	Market Grade	Market Minimum	Market Midpoint	Market Maximum
City Manager	CM	CM	$88,000	$110,000	$132,000
Public Works Director	15	15	$76,189	$95,236	$114,283
City Attorney	14	15	$76,189	$95,236	$114,283
Parks and Recreation Director	14	14	$69,194	$86,493	$103,791
Public Safety Director	14	14	$69,194	$86,493	$103,791
Finance Director	14	14	$69,194	$86,493	$103,791
IS Director/Cable Network	14	14	$69,194	$86,493	$103,791
Assistant City Attorney	13	13	$63,365	$79,206	$95,048
Assistant City Manager	13	13	$63,365	$79,206	$95,048
Electric Superintendent	12	13	$63,365	$79,206	$95,048
Assistant PW Director	12	12	$58,501	$73,126	$87,751
Planning Director	12	12	$58,501	$73,126	$87,751
Asst Dir Parks/ Recreation	11	11	$54,481	$68,101	$81,721
Golf Course Mgr (Golf Pro)	11	11	$54,481	$68,101	$81,721
Police Lieutenant	11	11	$54,481	$68,101	$81,721
Treasurer	11	11	$54,481	$68,101	$81,721
Library Director	11	10	$51,104	$63,880	$76,656

Position Title	Content Grade	Market Grade	Market Minimum	Market Midpoint	Market Maximum
Facilities Maintenance Technician	6	6	$29,810	$37,263	$44,716
Deputy City Recorder	6	6	$29,810	$37,263	$44,716
Building Inspector I	6	6	$29,810	$37,263	$44,716
GPS Operator	6	6	$29,810	$37,263	$44,716
Secretary – Building Inspection	5	5	$27,342	$34,178	$41,013
Secretary – Planning	5	5	$27,342	$34,178	$41,013
Animal Control Officer	5	5	$27,342	$34,178	$41,013
Utility Technician II	5	5	$27,342	$34,178	$41,013
Librarian	5	5	$27,342	$34,178	$41,013
Apprentice Line Worker	5	7	$32,714	$40,893	$49,072
Electric Utility Planner	5	7	$32,714	$40,893	$49,072
Electric Division Warehouse Worker	5	5	$32,714	$40,893	$49,072
Assistant Treatment Plant Manager	4	4	$25,309	$31,637	$37,964
Cable Technician	4	4	$25,309	$31,637	$37,964
Treatment Plant Operator	4	4	$25,309	$31,637	$37,964
Golf Course Operations Assistant	4	4	$25,309	$31,637	$37,964
Billing Technician	4	4	$25,309	$31,637	$37,964
Accounting Technician	4	4	$25,309	$31,637	$37,964
Utility Technician I	4	4	$25,309	$31,637	$37,964
Electric Groundman Equipment Operator	4	4	$25,309	$31,637	$37,964
Maintenance Worker Parks	3	3	$24,002	$30,003	$36,004
Cable Installer	3	3	$24,002	$30,003	$36,004
Office Clerk	3	3	$24,002	$30,003	$36,004
Library Clerk	3	3	$24,002	$30,003	$36,004

	Population		Total Budget (FY06)	FTE	Emp / 1000	State Plan	FICA
	04/01/00	07/01/05					
Alpine	7,210	9,063	$ 9,382,535	12	1.324	11.59%	6.20%
American Fork	22,080	25,131	$ 38,092,500	111	4.417	11.59%	6.20%
Bountiful	41,371	41,085	$ 65,481,464	164	3.992	11.59%	6.20%
Brigham City	17,744	18,355	$ 40,903,297	120	6.538	11.59%	6.20%
Cedar City	20,527	23,983	$ 43,218,542	145	6.046	11.59%	6.20%
Clearfield	25,995	27,413	$ 28,641,361	109	3.976	11.59%	6.20%
Draper	25,521	35,119				11.59%	
Highland	8,324	13,350	$ 20,187,616	21	1.573	11.59%	6.20%
Layton	58,849	61,782	$ 48,000,887	356	5.762	11.59%	6.20%
Lehi	19,424	31,730	$ 60,801,900	150	4.727	11.59%	6.20%
Lindon	8,381	9,679	$ 18,997,609	24	2.480	11.59%	6.20%
Logan	42,654	47,357	$ 112,546,763	435	9.186	11.59%	6.20%
Midvale	27,035	27,170	$ 21,835,100	150	5.521	11.59%	6.20%
Murray	43,998	44,555	$ 35,810,000	397	8.910	11.59%	6.20%
Ogden	77,506	78,309	$ 102,157,775	592	7.560	11.59%	6.20%
Orem	84,419	89,713	$ 64,715,052	420	4.682	11.59%	
Payson	12,921	16,442	$ 28,862,609	99	6.021	11.59%	6.20%
Pleasant Grove	23,483	29,376	$ 30,647,214	97	3.302	11.59%	6.20%
Provo	105,369	115,135	$ 139,073,930	642	5.576	11.59%	6.20%
Riverton	25,228	32,089	$ 13,000,000	70	2.181	11.59%	
Roy	33,284	35,229	$ 22,239,074	142	4.031	11.59%	6.20%
Clinton	12,585	17,735	$ 24,584,965	52	2.932	11.59%	6.20%
Holladay	14,561	19,319	$ 16,553,109	11	0.569	11.59%	6.20%
Kaysville	20,351	22,510	$ 27,288,582	71	3.154	11.59%	6.20%
North Ogden	15,026	16,542	$ 8,595,525	68	4.111	11.59%	6.20%
South Ogden	14,377	15,195	$ 7,900,000	85	5.594	11.59%	6.20%
South Salt Lake	22,038	21,411	$ 28,433,808	200	9.341	11.59%	6.20%
Syracuse	9,398	17,938	$ 14,297,431	50	2.787	11.59%	
Sandy	89,015	93,919	$ 105,419,965	494	5.260	11.59%	
South Jordan	29,687	40,209	$ 40,827,039	227	5.646	11.59%	6.20%
Spanish Fork	20,524	26,606	$ 61,699,070	126	4.736	11.59%	6.20%
Springville	20,495	25,309	$ 51,102,966	152	6.006	11.59%	6.20%
St. George	50,084	64,201	$ 199,805,592	598	9.314	11.59%	6.20%
Taylorsville	58,813	58,009	$ 22,130,550	115	1.982	11.59%	6.20%
Tooele	23,159	28,369	$ 35,415,108	120	4.230	11.59%	6.20%
West Jordan	79,354	91,444	$ 97,831,156	406	4.440	11.59%	
West Valley City	109,165	118,917	$ 91,593,133	592	4.978	11.59%	
				Average	4.802		
				Maximum	9.341		
				Minimum	0.569		

Difference f

	Population					Retirement					Health Insurance (per month)					Dental Insurace (per month)					City Expenditures (per year)				
	04/01/00	07/01/05	Total Budget (FY06)	FTE	Emp / 1000	State Plan	FICA	401(k)	Total	Diff	City Portion	Emp. Portion	Total Prem.	%	Diff	City Portion	Emp. Portion	Total Prem.	%	Diff	Retirement	Health	Dental	Total	SF Diff
Alpine	7,210	9,063	$ 9,382,535	12	1.324	11.59%	6.20%		17.79%	-6.31%	$1,073	$0	$1,073	0%	$ 407	$ 95		$ 95		$ 19	$8,281	$12,871	$1,144	$22,296	$ 2,180
American Fork	22,080	25,131	$ 38,092,500	111	4.417	11.59%	6.20%	6.31%	24.10%	0.00%	$760	$0	$760	0%	$ 94	$ 31	$ 56	$ 87	64%	$ (45)	$11,218	$9,115	$377	$20,710	$ 595
Bountiful	41,371	41,085	$ 65,481,464	164	3.992	11.59%	6.20%	3.61%	21.40%	-2.70%	$821	$58	$879	7%	$ 156		$ 100	$ 100	100%	$ (76)	$9,961	$9,855	$0	$19,816	$ (299)
Brigham City	17,744	18,355	$ 40,903,297	120	6.538	11.59%	6.20%		17.79%	-6.31%	$798	$200	$997	20%	$ 133	$ 93	$ 23	$ 117	20%	$ 17	$8,281	$9,576	$1,119	$18,976	$ (1,140)
Cedar City	20,527	23,983	$ 43,218,542	145	6.046	11.59%	6.20%		17.79%	-6.31%	$828	$0	$828	0%	$ 163	$ 78		$ 78		$ 2	$8,281	$9,936	$930	$19,147	$ (969)
Clearfield	25,995	27,413	$ 28,641,361	109	3.976	11.59%	6.20%	1.41%	19.20%	-4.90%	$550	$258	$808	32%	$ (115)	$ 89		$ 89		$ 13	$8,937	$6,600	$1,067	$16,604	$ (3,511)
Draper	25,521	35,119				11.59%							$0												
Highland	8,324	13,350	$ 20,187,616	21	1.573	11.59%	6.20%	4.00%	21.79%	-2.31%	$1,100	$0	$1,100	0%	$ 435						$10,143	$13,200		$23,343	$ 3,227
Layton	58,849	61,782	$ 48,000,887	356	5.762	11.59%	6.20%		17.79%	-6.31%	$777	$158	$935	17%	$ 111	Inc.					$8,281	$9,322		$17,603	$ (2,512)
Lehi	19,424	31,730	$ 60,801,900	150	4.727	11.59%	6.20%	1.91%	19.70%	-4.40%	$949	$0	$949	0%	$ 283	$ 82		$ 82		$ 6	$9,170	$11,383	$988	$21,541	$ 1,425
Lindon	8,381	9,679	$ 18,997,609	24	2.480	11.59%	6.20%	4.50%	22.29%	-1.81%	$946	$58	$1,004	6%	$ 281		$ 88	$ 88	100%	$ (76)	$10,375	$11,352	$0	$21,727	$ 1,612
Logan	42,654	47,357	$ 112,546,763	435	9.186	11.59%	6.20%	2.50%	20.29%	-3.81%	$692	$95	$787	12%	$ 27	$ 31	$ 10	$ 41	24%	$ (45)	$9,444	$8,304	$372	$18,120	$ (1,995)
Midvale	27,035	27,170	$ 21,835,100	150	5.521	11.59%	6.20%		17.79%	-6.31%	$851	$45	$896	5%	$ 186	$ 80	$ 4	$ 85	5%	$ 4	$8,281	$10,217	$966	$19,464	$ (652)
Murray	43,998	44,555	$ 35,810,000	397	8.910	11.59%	6.20%	4.20%	21.99%	-2.11%	$890	$106	$996	11%	$ 225	Inc.					$10,236	$10,684		$20,920	$ 804
Ogden	77,506	78,309	$ 102,157,775	592	7.560	11.59%	6.20%		17.79%	-6.31%	$777	$0	$777	0%	$ 111	$ 76	$ 27	$ 103	26%	$ 0	$8,281	$9,318	$916	$18,515	$ (1,600)
Orem	84,419	89,713	$ 64,715,052	420	4.682	11.59%		10.31%	21.90%	-2.20%	$722	$0	$722	0%	$ 56	$ 100		$ 100		$ 24	$10,194	$8,660	$1,200	$20,054	$ (61)
Payson	12,921	16,442	$ 28,862,609	99	6.021	11.59%	6.20%	6.31%	24.10%	0.00%	$1,178	$0	$1,178	0%	$ 513	Inc.					$11,218	$14,136		$25,354	$ 5,239
Pleasant Grove	23,483	29,376	$ 30,647,214	97	3.302	11.59%	6.20%	10.79%	28.58%	4.48%	$820	$0	$820	0%	$ 155	$ 93	$ 19	$ 111	17%	$ 17	$13,303	$9,840	$1,110	$24,253	$ 4,138
Provo	105,369	115,135	$ 139,073,930	642	5.576	11.59%	6.20%	2.36%	20.15%	-3.95%	$796	$0	$796	0%	$ 130	Inc.					$9,379	$9,547		$18,927	$ (1,189)
Riverton	25,228	32,089	$ 13,000,000	70	2.181	11.59%		10.00%	21.59%	-2.51%	$890	$110	$1,000	11%	$ 225	Inc.					$10,049	$10,680		$20,729	$ 614
Roy	33,284	35,229	$ 22,239,074	142	4.031	11.59%	6.20%	4.36%	22.15%	-1.95%	$681	$125	$806	15%	$ 15		$ 46	$ 46	100%	$ (76)	$10,310	$8,168	$0	$18,478	$ (1,637)
Clinton	12,585	17,735	$ 24,584,965	52	2.932	11.59%	6.20%	7.05%	24.84%	0.74%	$1,000	$0	$1,000	0%	$ 335	Inc.					$11,562	$12,000		$23,562	$ 3,447
Holladay	14,561	19,319	$ 16,553,109	11	0.569	11.59%	6.20%	2.54%	20.33%	-3.77%	$1,331	$266	$1,597	17%	$ 666	Inc.					$9,463	$15,972		$25,435	$ 5,320
Kaysville	20,351	22,510	$ 27,288,582	71	3.154	11.59%	6.20%	6.41%	24.20%	0.10%	$750	$230	$980	23%	$ 85	Inc.					$11,264	$9,000		$20,264	$ 149
North Ogden	15,026	16,542	$ 8,595,525	68	4.111	11.59%	6.20%	6.00%	23.79%	-0.31%	$617	$264	$881	30%	$ (49)	$ 72	$ 31	$ 103	30%	$ (4)	$11,074	$7,400	$863	$19,336	$ (779)
South Ogden	14,377	15,195	$ 7,900,000	85	5.594	11.59%	6.20%		17.79%	-6.31%	$777	$116	$893	13%	$ 111	Inc.					$8,281	$9,320		$17,601	$ (2,514)
South Salt Lake	22,038	21,411	$ 28,433,808	200	9.341	11.59%	6.20%	2.00%	19.79%	-4.31%	$827	$0	$827	0%	$ 162	$ 30	$ 53	$ 83	64%	$ (46)	$9,212	$9,924	$360	$19,496	$ (620)
Syracuse	9,398	17,938	$ 14,297,431	50	2.787	11.59%		4.00%	15.59%	-8.51%	$891	$213	$1,104	19%	$ 226	$ 67	$ 22	$ 89	25%	$ (9)	$7,257	$10,694	$804	$18,755	$ (1,361)
Sandy	89,015	93,919	$ 105,419,965	494	5.260	11.59%		6.36%	17.95%	-6.15%	$603	$0	$603	0%	$ (62)	$ 49		$ 49		$ (27)	$8,355	$7,236	$586	$16,177	$ (3,938)
South Jordan	29,687	40,209	$ 40,827,039	227	5.646	11.59%	6.20%	1.00%	18.79%	-5.31%	$835	$93	$928	10%	$ 169	$ 80	$ 9	$ 89	10%	$ 4	$8,746	$10,018	$964	$19,728	$ (387)
Spanish Fork	20,524	26,606	$ 61,699,070	126	4.736	11.59%	6.20%	6.31%	24.10%	0.00%	$665	$106	$772	14%	$ -	$ 76	$ 12	$ 88	14%	$ -	$11,218	$7,985	$912	$20,115	$ -
Springville	20,495	25,309	$ 51,102,966	152	6.006	11.59%	6.20%	3.50%	21.29%	-2.81%	$1,083	$57	$1,140	5%	$ 418	Inc.					$9,910	$12,996		$22,906	$ 2,791
St. George	50,084	64,201	$ 199,805,592	598	9.314	11.59%	6.20%		17.79%	-6.31%	$630	$100	$730	14%	$ (35)	Inc.					$8,281	$7,560		$15,841	$ (4,275)
Taylorsville	58,813	58,009	$ 22,130,550	115	1.982	11.59%	6.20%		17.79%	-6.31%	$726	$22	$748	3%	$ 61		$ 89	$ 89	100%	$ (76)	$8,281	$8,712	$0	$16,993	$ (3,123)
Tooele	23,159	28,369	$ 35,415,108	120	4.230	11.59%	6.20%	8.00%	25.79%	1.69%	$846	$73	$919	8%	$ 180	$ 73	$ 16	$ 89	18%	$ (3)	$12,004	$10,146	$875	$23,026	$ 2,910
West Jordan	79,354	91,444	$ 97,831,156	406	4.440	11.59%		13.91%	25.50%	1.40%	$878	$98	$976	10%	$ 213	$ 43	$ 70	$ 113	62%	$ (33)	$11,869	$10,539	$511	$22,920	$ 2,805
West Valley City	109,165	118,917	$ 91,593,133	592	4.978	11.59%		8.41%	20.00%	-4.10%	$628	$118	$745	16%	$ (38)	$ 72	$ 18	$ 90	20%	$ (4)	$9,309	$7,534	$868	$17,712	$ (2,404)
				Average	4.802			**Average**	20.87%	-3.23%	$833	$82	$891		$167	$ 71	$ 39	$ 88		$ (17)	$9,714	$9,995	$706	$20,179	$ 64
				Maximum	9.341			**Difference from SF**	-3.23%		$167	-$24	$119								($1,504)	$2,009	($206)	$64	
				Minimum	0.569																				

Example Salary	$ 46,547	43.2%

Average City Salary	$ 46,547
Median City Salary	$ 42,930

Proof of Publication

THE SPANISH FORK PRESS, a weekly newspaper printed and published at Spanish Fork, Utah County, Utah and of general circulation therein; that the Notice, a copy of which is hereto attached, was printed and published in said paper

for consecutive 1 weeks,

the first publication on the 8 day

of February 2007

And the last on the 8 day

of February 2007

Erica Savage

ORDINANCE NO. 12-06

The Spanish Fork City has adopted a personnel policy which establishes a compensation plan; and has recently completed a salary and benefits survey by a nationally prominent consultant; and the intent of the survey is to assure that City employees are paid competitively, neither being paid too much nor too little, based upon market conditions and that employee benefits are in line with other employers; and the consultant also recommended adoption of a salary schedule and administration policy to maintain the equities sought from the survey. It is more economical to adopt the proposed policy to maintain equities rather than to pay for consultants to do so on a frequent basis. A complete copy of this ordinance is available at the Spanish Fork City Office, 40 South Main, Spanish Fork.

Published in the **Spanish Fork Press** on February 8, 2007.

DEBBIE L. CHANDLER
NOTARY PUBLIC · STATE of UTAH
341 SOUTH 300 EAST
SP. FORK, UTAH 84660
COMM. EXPIRES 5-18-2009

Subscribed and sworn to before me this 8th day of February 2007

Debbie L Chandler

Notary Public