

**Compensation
Comparison**

**Compensation Comparison for Executive
Municipal Officers:
FY26 to FY27 (proposed)**

Compensation Comparison

- Requested information
 - Pay
 - Allowances
- Requested individuals
 - CAO & Deputy CAO
 - Department & Division Heads
 - Assistant/Deputy Department & Division Heads

- **Assumptions**
 - I'm using 2080 hours to determine annual salary not the 2088 hours included in the budget year.
 - A 2.5% COLA has been applied to the FY 2026 pay rate to get the FY 2027 pay rate.
 - Merit amounts for FY 2027 are undetermined and have not been included.

- **Variable Benefits**

- Variable Benefits are budgeted as a percentage of pay. Variable benefits may increase for two reasons: (1) pay is increasing, and (2) variable benefit rates are increasing.

- Medicare - no change between FY26 & FY27
- Retirement - depending on the URS system, rate may stay the same, increase, or decrease between FY26 & FY27
- Worker's Compensation - rate increased by 0.10% in FY27
- Unemployment Insurance - no change between FY26 & FY27
- Disability Insurance - no change between FY26 & FY27

- **Fixed Benefits**
 - Fixed Benefits are budgeted as a flat dollar amount per employee and are not related to an employee's pay rate.
 - Health Insurance - 7.9% increase in FY27
 - Dental Insurance - \$3 increase in FY27
 - Waiver Credits - no change between FY26 & FY27
 - Benefits Consultant Fee - no change between FY26 & FY27
 - HealthEquity Account Fees - no change between FY26 & FY27
 - HSA Contribution - no change between FY26 & FY27
 - Life Insurance - no change between FY26 & FY27
 - Onsite Clinic - \$51.16 increase in FY27
 - EAP - \$12.16 decrease in FY27

**Compensation
Comparison**

**Chief Administrative Officer
Deputy Chief Administrative Officer
Department & Division Heads
Assistant/Deputy Department & Division Heads**

Executive Municipal Officers

Postion	Comp Type	FY 2026	FY 2027
Chief Administrative Officer	Pay	\$234,749	\$240,618
Chief Administrative Officer	Vehicle Allowance	\$5,916	\$5,916
Chief Administrative Officer	Phone Allowance	\$1,200	\$1,200
Deputy Chief Administrative Officer	Pay	\$187,637	\$192,328
Deputy Chief Administrative Officer	Vehicle Allowance	\$5,916	\$5,916
Deputy Chief Administrative Officer	Phone Allowance	\$1,200	\$1,200
Public Affairs & Public Information Officer	Pay	\$178,459	\$182,921
Public Affairs & Public Information Officer	Vehicle Allowance	\$4,800	\$4,800
Public Affairs & Public Information Officer	Phone Allowance	\$1,200	\$1,200
Community Arts Director	Pay	\$139,131	\$142,609
Community Arts Director	Phone Allowance	\$840	\$840

Executive Municipal Officers

Postion	Comp Type	FY 2026	FY 2027
City Council Executive Director	Pay	\$165,194	\$169,323
City Council Executive Director	Vehicle Allowance	\$5,916	\$5,916
City Council Executive Director	Phone Allowance	\$1,200	\$1,200
Assistant Director- City Council	Pay	\$125,715	\$128,858
Economic Development/RDA Director	Pay	\$156,166	\$160,071
Economic Development/RDA Director	Vehicle Allowance	\$5,916	\$5,916
Economic Development/RDA Director	Phone Allowance	\$1,200	\$1,200
Deputy Director - Economic Development/RDA	Pay	\$141,461	\$144,997
Deputy Director - Economic Development/RDA	Vehicle Allowance	\$5,916	\$5,916
Deputy Director - Economic Development/RDA	Phone Allowance	\$840	\$840

Executive Municipal Officers

Postion	Comp Type	FY 2026	FY 2027
City Attorney	Pay	\$220,771	\$226,290
City Attorney	Vehicle Allowance	\$5,916	\$5,916
City Attorney	Phone Allowance	\$1,200	\$1,200
Deputy City Attorney	Pay	\$172,349	\$176,658
Deputy City Attorney	Vehicle Allowance	\$5,233	\$5,233
Deputy City Attorney	Phone Allowance	\$840	\$840
Risk Manager	Pay	\$105,747	\$108,391
Risk Manager	Vehicle Allowance	\$5,233	\$5,233
Risk Manager	Phone Allowance	\$1,200	\$1,200
City Prosecutor	Pay	\$149,427	\$153,163
City Recorder	Pay	\$100,797	\$103,317
Deputy City Recorder	Pay	\$68,432	\$70,143

Executive Municipal Officers

Postion	Comp Type	FY 2026	FY 2027
Administrative Services Director	Pay	\$220,771	\$226,290
Administrative Services Director	Vehicle Allowance	\$5,916	\$5,916
Administrative Services Director	Phone Allowance	\$1,200	\$1,200
Deputy Director - Finance	Pay	\$149,427	\$153,163
Budget Services & Business Intelligence Director	Pay	\$136,365	\$139,774
Human Resources Director	Pay	\$149,427	\$153,163
Human Resources Director	Phone Allowance	\$1,200	\$1,200
Human Resources Assistant Director	Pay	\$99,029	\$101,505
Facilities Manager	Pay	\$104,478	\$107,090
Facilities Manager	Vehicle Allowance	\$4,800	\$4,800
Facilities Manager	Phone Allowance	\$840	\$840
Information Technology Director	Pay	\$144,019	\$147,620
Information Technology Director	Phone Allowance	\$840	\$840

Executive Municipal Officers

Postion	Comp Type	FY 2026	FY 2027
Community Development Director	Pay	\$220,210	\$225,715
Community Development Director	Vehicle Allowance	\$5,916	\$5,916
Community Development Director	Phone Allowance	\$1,200	\$1,200
Assistant Director-Community Development	Pay	\$149,427	\$153,163
Assistant Director-Community Development	Vehicle Allowance	\$5,232	\$5,232
Chief Building Official	Pay	\$135,325	\$138,708
Chief Building Official	Vehicle Allowance	\$3,924	\$3,924
Assistant Building Official	Pay	\$112,320	\$115,128
Assistant Building Official	Vehicle Allowance	\$3,804	\$3,804
Planning Director	Pay	\$139,131	\$142,609
Planning Director	Vehicle Allowance	\$3,804	\$3,804

Executive Municipal Officers

Postion	Comp Type	FY 2026	FY 2027
Interim Police Chief	Pay	\$195,000	\$199,875
Interim Police Chief	Phone Allowance	\$1,200	\$1,200
Deputy Police Chief	Pay	\$174,533	\$178,896
Deputy Police Chief	Phone Allowance	\$840	\$840
Police Captain	Pay	\$151,778	\$155,572
Police Captain	Phone Allowance	\$600	\$600
Police Captain	Pay	\$147,347	\$151,031
Police Captain	Phone Allowance	\$600	\$600
Police Captain	Pay	\$147,347	\$151,031
Police Captain	Phone Allowance	\$600	\$600
Animal Services Director	Pay	\$109,845	\$112,591

Executive Municipal Officers

Postion	Comp Type	FY 2026	FY 2027
Fire Chief	Pay	\$195,416	\$200,301
Fire Chief	Phone Allowance	\$1,200	\$1,200
Deputy Fire Chief	Pay	\$161,824	\$165,870
Deputy Fire Chief	Phone Allowance	\$840	\$840
Deputy Fire Chief	Pay	\$161,824	\$165,870
Deputy Fire Chief	Phone Allowance	\$840	\$840
Battalion Chief/Fire Marshal	Pay	\$139,797	\$143,292
Emergency Manager	Pay	\$135,075	\$138,452
Emergency Manager	Phone Allowance	\$600	\$600
Battalion Chief	Pay	\$139,797	\$143,292
Battalion Chief	Phone Allowance	\$600	\$600
Battalion Chief	Pay	\$139,797	\$143,292
Battalion Chief	Phone Allowance	\$600	\$600
Battalion Chief	Pay	\$135,075	\$138,452

Executive Municipal Officers

Postion	Comp Type	FY 2026	FY 2027
Public Works Director	Pay	\$182,125	\$186,678
Public Works Director	Vehicle Allowance	\$5,916	\$5,916
Public Works Director	Phone Allowance	\$1,200	\$1,200
Assistant Public Works Director/City Engineer	Pay	\$149,198	\$152,928
Assistant Public Works Director/City Engineer	Vehicle Allowance	\$5,233	\$5,233
Assistant Public Works Director/City Engineer	Phone Allowance	\$840	\$840
Assistant City Engineer	Pay	\$130,686	\$133,954
Assistant City Engineer	Vehicle Allowance	\$5,900	\$5,900
Assistant City Engineer	Phone Allowance	\$600	\$600
Field Operations Manager	Pay	\$129,542	\$132,781
Field Operations Manager	Vehicle Allowance	\$5,233	\$5,233
Field Operations Manager	Phone Allowance	\$600	\$600
Fleet Manager	Pay	\$101,850	\$104,396
Fleet Manager	Vehicle Allowance	\$5,233	\$5,233
Fleet Manager	Phone Allowance	\$600	\$600

Executive Municipal Officers

Postion	Comp Type	FY 2026	FY 2027
Public Utilities Director	Pay	\$220,771	\$226,290
Public Utilities Director	Vehicle Allowance	\$5,916	\$5,916
Public Utilities Director	Phone Allowance	\$1,200	\$1,200
Assistant Director-Public Utilities	Pay	\$149,427	\$153,163
Assistant Director-Public Utilities	Vehicle Allowance	\$5,232	\$5,232
Assistant Director-Public Utilities	Phone Allowance	\$840	\$840
Public Utilities Assistant Director/Engineering Manager	Pay	\$160,472	\$164,484
Public Utilities Assistant Director/Engineering Manager	Vehicle Allowance	\$5,232	\$5,232
Public Utilities Assistant Director/Engineering Manager	Phone Allowance	\$840	\$840
Business Services Manager	Pay	\$92,290	\$94,597
Business Services Manager	Phone Allowance	\$600	\$600
Field Services Supervisor/Asst. Operations Manager	Pay	\$101,774	\$104,319
Field Services Supervisor/Asst. Operations Manager	Phone Allowance	\$600	\$600
Chief Engineer - Public Utilities	Pay	\$129,542	\$132,781
Chief Engineer - Public Utilities	Vehicle Allowance	\$5,232	\$5,232
Chief Engineer - Public Utilities	Phone Allowance	\$600	\$600

Executive Municipal Officers

Postion	Comp Type	FY 2026	FY 2027
Parks & Recreation Director	Pay	\$169,000	\$173,225
Parks & Recreation Director	Vehicle Allowance	\$5,916	\$5,916
Parks & Recreation Director	Phone Allowance	\$1,200	\$1,200
Assistant Director - Parks & Recreation	Pay	\$149,427	\$153,163
Assistant Director - Parks & Recreation	Vehicle Allowance	\$5,200	\$5,200
Assistant Director - Parks & Recreation	Phone Allowance	\$840	\$840
Assistant Director - Parks & Recreation	Pay	\$115,128	\$118,006
Assistant Director - Parks & Recreation	Vehicle Allowance	\$5,200	\$5,200
Assistant Director - Parks & Recreation	Phone Allowance	\$840	\$840
Division Manager - Recreation	Pay	\$112,320	\$115,128
Division Manager - Recreation	Phone Allowance	\$600	\$600
Sandy Recreation Center Manager	Pay	\$86,819	\$88,990
Division Manager / Parks Superintendent	Pay	\$112,590	\$115,405
Division Manager / Parks Superintendent	Phone Allowance	\$600	\$600
Assistant Parks Superintendent	Pay	\$81,266	\$83,297
Assistant Parks Superintendent	Phone Allowance	\$600	\$600
Division Manager - Golf Course	Pay	\$99,632	\$102,123
Division Manager - Golf Course	Phone Allowance	\$600	\$600
Events Manager	Pay	\$98,987	\$101,462
Events Manager	Phone Allowance	\$1,200	\$1,200