

**Compensation  
Comparison**

**Compensation Comparison for Elected  
Officials:  
FY26 to FY27 (proposed)**

## Compensation Comparison

- Requested information
  - Pay
  - Allowances
- Requested individuals
  - Elected Officials

## Compensation Comparison

- **Assumptions**
  - I'm using 2080 hours to determine annual salary not the 2088 hours included in the budget year.
  - In order to have a consistent comparison for Council Members between FY 2026 & FY 2027 I am not adding in the additional compensation received by two Council Members who served as Council Chair during FY 2026.
  - A 2.5% COLA has been applied to the FY 2026 pay rate to get the FY 2027 pay rate.

- **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

## Compensation Comparison

- **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

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**Elected Officials**

## Elected Officials

<b>Postion</b>	<b>Comp Type</b>	<b>FY 2026</b>	<b>FY 2027</b>
City Council Chair - At Large	Pay	\$30,474	\$31,236
City Council Member - At Large	Pay	\$34,314	\$35,171
City Council Member - At Large	Pay	\$34,314	\$35,171
City Council Member – District 1	Pay	\$31,977	\$32,776
City Council Member – District 2	Pay	\$34,314	\$35,171
City Council Member – District 3	Pay	\$31,977	\$32,776
City Council Member – District 4	Pay	\$26,470	\$27,132
Sandy City Mayor	Pay	\$179,907	\$184,392
Sandy City Mayor	Vehicle Allowance	\$5,916	\$5,916
Sandy City Mayor	Phone Allowance	\$1,200	\$1,200
Justice Court Judge	Pay	\$209,855	\$215,101