

## NOTICE

Notice is hereby given that the Mayor and City Council will hold a Work Session on April 18, 2012 in the Council Chambers, 45 West 100 South, beginning at 6:00 pm.

### DISCUSSION ITEMS

1. City Council Meeting Agenda Items
2. Social Media Policy
3. Budget Discussion
4. General Discussion

If you are planning to attend this Public Meeting and, due to a disability, need assistance in understanding or participating in the meeting, please notify the City Office ten or more hours in advance and we will, within reason, provide what assistance may be required.

### CERTIFICATE OF MAILING

The undersigned duly appointed City Recorder for the municipality of Santaquin City hereby certifies that a copy of the foregoing Notice and Agenda was e-mailed to the Payson Chronicle, Payson, UT, 84651.

  
By: Susan B. Farnsworth, City Recorder

Posted:  
City Offices  
Post Office  
Zions Bank

**MINUTES OF A WORK SESSION  
HELD IN THE COUNCIL CHAMBERS  
APRIL 18, 2012**

The meeting was called to order by Mayor James E. DeGraffenried at 6:04 pm. Council Members attending: Keith Broadhead, Matthew Carr, James Linford, and Rick Steele. It was reported that Council Member Richard Payne would be late.

Others attending: City Manager Ben Reeves, Community Development Director Dennis Marker and other unidentified individuals.

**DISCUSSION ITEMS**

***City Council Meeting Agenda Items***

Mayor DeGraffenried reviewed the Council Meeting Agenda with the Council Members. Council Member Broadhead was told the bill paid to Tischner Ford on behalf of the Mayor was to replace a bumper part broken when one of the City owned vehicles rolled into it. There weren't any other questions or comments on the proposed agenda.

***Social Media Policy***

City Manager Reeves stated there is a need for the City to adopt a Social Media Policy. He presented the Mayor and Council Members with copy of Eagle Mountain City's Social Media User Agreement as well as a copy of the Shasta County Sheriff's Office Employee Speech, Expression and Social Networking Policy. The Mayor and Council will review the handouts and return any suggestions back to City Manager Reeves. (see attachment "A")

There was a discussion with regard to the Website. Who would maintain the site? Who would be the City's Publicist? For the city of our size, we are too small to afford a full time position but we are too large not to communicate more effectively than we currently do. It will have to be a decision of the Council as to the direction they would like to move with technology.

Council Member Linford questioned the Council Members as to who used social media. Council Member Broadhead indicated he "can't stand" Facebook, with the others stating they didn't use any social media. It was thought over 50% of the residents used some sort of social media. Currently the Recreation Department uses Facebook to "get information out" with regard to new programs. Director Marker said the City could set up a "Business Account" which could be used as a "news feed account".

Director Marker showed those in attendance a "U Tube" with regard to Social Media. He stated it was a "real eye opener" to Social Media issues. The address is: [www.utube.com/watch?v=z5x2PizGekQ](http://www.utube.com/watch?v=z5x2PizGekQ).

City Manager Reeves reported the City completed a "market study" with regard to a grocery store. When a Grocer comes into a community it is based on "two different things" because they are going to capture market share from someone else while trying to maintain a certain level of market share. Those attending the meeting made it very clear that a Grocer would not enter into a Community unless they feel the numbers will prevail. There are currently 2 major marketing companies that are respected by and have a working relationship with the Grocers. One of the companies, MTM a Utah based company, felt Santaquin was very marketable.

City Manager Reeves reported he spoke with Mr. Crenshaw with regard to the services he could offer the City. City Manager Reeves felt very strongly Mr. Crenshaw had "a place" in the development of the economic side of the City but recommended "we go with one of the two other companies for two reasons". "One, we put together a package that the Grocers will see and potentially come into our community with but two, we are still solidifying the support of the families involved". The marketing bid submitted by MTM is approximately \$14,000. "I know this sounds like a large investment and thinking the grocery stores are going to want to do their own studies anyway, are some of the comments that I had heard". "Very likely the grocery stores are not going to do their own study on a rural area like Santaquin without having something before them that catches their eye". Therefore the funding of this kind of study would money well spent.

Council Member Carr stated he wanted MTM to make a presentation about who they really are to the rest of the Council Members. This should be done before the Council makes a decision.

Council Member Linford stated that the problem he sees is that the only expansion taking place in the State of Utah is within Associated or with those affiliated to Associated. Associated has done our study already back in the early 2008 and it was based on current population not on expansion. It was a good study they everything went South. Council Member Linford said, "I'm not closing my mind on it, but I don't know what good it is going to do because we are going to end up with Associated Grocers one way or the other, I think. Especially in an outlying area like we are".

City Manager Reeves stated there were two major changes that had taken place since the 2008 study. One was the entry of Wal-Mart into the grocery store business and two is the economy changing as a whole.

The comment was made that the Grocers as a whole are starting to design stores with decreased square footage. With this in mind, Santaquin would be a good fit for a smaller store.

Director Marker reported when the City met with Steve Miner of Associated Foods, he indicated that they liked the site but thought it probably work best to have an independent Grocer. This market is a way to reach the independent Grocer. Again the cost of the study was \$14,000 with \$7,000 being for the grocery store study and then there was a second component which was called a Tenant Mix Study. The Tenant Mix Study would offer insight into the kinds of stores as well as brands that would be able to make a go of it in this area.

Council Member Steele said he felt if the study was completed it may capture the interest of several. City Manager Reeves indicated the City would own the completed study.

Council Member Broadhead indicated he isn't "as optimistic as the rest of you". He would like to have something preliminary before sinking \$14,000 into a full blown report. MTM will be invited to make a presentation to the Mayor and Council Members.



**Budget Discussion**

City Manager Reeves reported the budget isn't fully compiled yet due to the various Directors are still turning in their revised requests. It will be ready and given to you prior to next week's budget meeting where it will be gone through in detail. One of the things talked about during the retreat was the employee's salaries. The Mayor and Council Members were given charts drafted by Mike Swallow depicting hourly pay rates, monthly pay rates and annual pay rates. (see attachment "B" for the payroll information) He also reviewed the remainder of the budget information which is a "work in progress".

**General Discussion**

No additional general discussion.

The meeting adjourned at 6:58 pm.

Approved on May 16, 2012.

  
James E. DeGraffenried, Mayor

  
Shannon Hoffman Director of Admin Services

## **Eagle Mountain City Social Media User Agreement**

This user agreement ("Agreement") governs the use of Eagle Mountain's social media sites and pages that include social media pages, web logs, and file sharing sites. Please read this Agreement carefully. You may access the Agreement at any time. Your use of Eagle Mountain's social networking pages constitutes your agreement to comply with this Agreement. If you do not agree with this Agreement, please do not use Eagle Mountain's networking pages. This Agreement may be modified from time to time without notice; the date of the most recent revisions will appear on this page, so check back often. Continued access of Eagle Mountain's social network pages constitutes your acceptance of any change or revisions to this Agreement. Your failure to follow the terms of this Agreement may result in suspension or termination of your access to Eagle Mountain's social networking pages without notice. Eagle Mountain does not endorse, support, sanction, encourage, verify, or agree with the comments, opinions, or statements posted on the website or the social media pages. Any information or material placed online, including advice and opinions, are the views and responsibilities of those making the comments and do not necessarily constitute the views of Eagle Mountain City. By submitting a comment for posting, you agree that Eagle Mountain and its third-party service providers are not responsible and shall have no liability to you, with respect to any information or material posted by others, including defamatory, offensive, or illicit materials, even though it may violate this Agreement. Eagle Mountain reserves the right, but undertakes no duty, to review, edit, move, or delete any material submitted as a comment to the information provided for display or placed on the social media site in the sole and absolute discretion of Eagle Mountain City without notice. Comments submitted to these sites will be reviewed, and comments that are inconsistent with this Agreement may be deleted at the sole and absolute discretion of Eagle Mountain. The following are terms of participation:

- To ensure constructive comments, post only comments directly related to Eagle Mountain City.
- Do not post comments that contain threats, obscenity, materials that would violate the law, abusive, defamatory, sexually explicit materials, discrimination based on race, sex, sexual orientation, gender, religion, national origin, age, or disability.
- Do not post comments that promote commercial or non-profit services or products.
- Refrain from posting any personal or sensitive information (such as phone numbers, e-mails, or postal addresses).
- All comments shall be deemed to be public documents and subject to retention and disclosure pursuant to applicable public disclosure laws binding on Eagle Mountain. Access to comments and documents not retained by Eagle Mountain will expire under the terms of the applicable social media site use agreement.

- The appearance of external hyperlinks does not constitute an endorsement by Eagle Mountain or for the information, products, or service contained therein. Eagle Mountain does not exercise any editorial control over the information you may find at these locations.
- If there is a reference herein to any specific commercial product, process, or service by name, trademark, manufacturer, or otherwise, that reference does not necessarily constitute or imply its endorsement, recommendation, or favoring by Eagle Mountain. The views and opinions expressed herein do not necessarily state or reflect those of Eagle Mountain and shall not be used for advertising or product endorsement. With respect to documents available from the server, Eagle Mountain does not make any warranties, express or implied, including the warranty of merchantability and fitness for a particular purpose, or assume any legal liability or responsibility for the accuracy, completeness, or usefulness of information.

Please let us know about any comments or external links that you believe may violate this Agreement.

# Employee Speech, Expression and Social Networking

## 1058.1 PURPOSE AND SCOPE

This policy is intended to address issues associated with employee use of social networking

sites and to provide guidelines for the regulation and balancing of employee speech and expression with the legitimate needs of the Department.

Nothing in this policy is intended to prohibit or infringe upon any employee's communication,

speech or expression that has been clearly established as protected or privileged.

### 1058.1.1 APPLICABILITY

This policy applies to all forms of communication including, but not limited to, film, video, print media, public or private speech, use of all Internet services, including the World Wide

Web, email,

file transfer, remote computer access, news services, social networking, social media, instant messaging, blogs, forums, video and other files sharing sites.

## 1058.2 POLICY

Public employees occupy a trusted position in the community, and thus, their statements have the potential to contravene the policies and performance of this department. Due to the nature of the work and influence associated with the law enforcement profession, it is necessary that employees of this department be subject to certain reasonable limitations on their speech and expression. To achieve its mission and efficiently provide service to the

public, the Shasta County Sheriff's Office will carefully balance the individual employee's rights against the Department's needs and interests when exercising a reasonable degree

of control over its employees' speech and expression.

## 1058.3 SAFETY

Employees should consider carefully the implications of their speech or any other form of expression when using the Internet. Speech and expression that may negatively affect the safety of the Shasta County Sheriff's Office employees, such as posting personal information in a public forum, can result in compromising an employee's home address or

family ties. Employees should therefore not disseminate or post any information on any forum or medium that could reasonably be anticipated to compromise the safety or privacy

of any employee, an employee's family or associates.

## 1058.4 PROHIBITED SPEECH, EXPRESSION AND CONDUCT

To meet the Department's safety, performance and public trust needs, the following is prohibited:

(a) Speech or expression made pursuant to an official duty that tends to compromise or damage the mission, function, reputation or professionalism of the Shasta County Sheriff's Office or its employees.

(b) Speech or expression that, while not made pursuant to an official duty, is significantly linked to, or related to, the Shasta County Sheriff's Office and tends to compromise or damage the mission, function, reputation or professionalism of the Shasta County

Sheriff's Office or its employees.

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(c) Speech or expression that could reasonably be foreseen as creating a negative impact

on the credibility of the employee as a witness. For example, posting statements or expressions to a website that glorify or endorse dishonesty, unlawful discrimination or illegal behavior.

(d) Speech or expression of any form that could reasonably be foreseen as creating a negative impact on the safety of the employees of the Department. For example, a statement on a blog that provides specific details as to how and when prisoner transportations are made could reasonably be foreseen as potentially jeopardizing employees by informing criminals of details that could facilitate an escape or attempted escape.

(e) Speech or expression that is contrary to the canons of the Law Enforcement Code of Ethics as adopted by the Shasta County Sheriff's Office.

(f) Use or disclosure, through whatever means, of any information, photograph, video or other recording obtained or accessible as a result of employment with the Department for financial or personal gain, or any disclosure of such materials without the expressed authorization of the Sheriff or his/her designee (Penal Code § 146g).

(g) Posting, transmitting or disseminating any photographs, video or audio recordings, likenesses or images of department logos, emblems, uniforms, badges, patches, marked vehicles, equipment or other material that specifically identifies the Shasta County Sheriff's Office on any personal or social networking or other website or web page, without the express written permission of the Sheriff.

(h) Failure to take reasonable and prompt action to remove any content that is in violation

of this policy and/or posted by others from any web page or website maintained by the employee (e.g., social or personal website).

(i) Accessing websites for nonauthorized purposes, or use of any personal

communication device, game device or media device, whether personally or department owned, for personal purposes while on duty, except in the following

circumstances:

1. When brief personal communication may be warranted by the circumstances (e.g., inform family of extended hours).

2. During authorized breaks, however, such usage should be limited as much as practicable to areas out of sight and sound of the public and shall not be disruptive to the work environment.

### **1058.4.1 UNAUTHORIZED ENDORSEMENTS AND ADVERTISEMENTS**

Unless specifically authorized by the Sheriff, employees may not represent the Shasta County Sheriff's Office or identify themselves in any way as being affiliated with the Shasta

County Sheriff's Office in order to do any of the following (Government Code §§ 3206 and

3302):



- (a) Endorse, support, oppose or contradict any political campaign or initiative.
- (b) Endorse, support, oppose or contradict any social issue, cause or religion.
- (c) Endorse, support or oppose any product, service, company or other commercial entity.
- (d) Appear in any commercial, social or nonprofit publication or any motion picture, film, video, public broadcast or on any website.

Additionally, when it can reasonably be construed that an employee, acting in his/her individual capacity or through some unofficial group or organization (e.g., bargaining group), is affiliated with this department, the employee shall give a specific disclaiming

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statement that any such speech or expression is not representative of the Shasta County

Sheriff's Office.

Employees retain their right to vote as they choose, to support candidates of their choice and to express their opinions on political subjects and candidates at all times while offduty.

However, employees may not use their official authority or influence to interfere with or affect the result of an election or a nomination for office. Employees are also prohibited from directly or indirectly using their official authority to coerce, command or advise another

employee to pay, lend or contribute anything of value to a party, committee, organization,

agency or person for political purposes (5 USC § 1502).

### 1058.5 PRIVACY EXPECTATION

Employees forfeit any expectation of privacy with regard to anything published or maintained through filesharing

software or any Internet site open to public view (e.g.,

Facebook, MySpace).

The Department also reserves the right to access, audit and disclose for whatever reason

all messages, including attachments, and any information transmitted over any technology

that is issued or maintained by the Department, including the department email system,

computer network or any information placed into storage on any department system or device.

All messages, pictures and attachments transmitted, accessed or received over department networks are considered department records and, therefore, are the property

of the Department. The Department reserves the right to access, audit and disclose for whatever reason all messages, including attachments, that have been transmitted, accessed or received through any department system or device, or any such information placed into any department storage area or device. This includes records of all key strokes

or web browsing

history made at any department computer or over any department

network. The fact that access to a database, service or website requires a user name or password will not create an expectation of privacy if it is accessed through a department computer or network.

# Santaquin City

Hourly Pay Rates

Pay Grade	Pay Range		
	Minimum	Midpoint	Maximum
1	\$7.46	\$8.87	\$10.28
2	\$7.89	\$9.39	\$10.90
3	\$8.34	\$9.95	\$11.55
4	\$8.81	\$10.53	\$12.25
5	\$9.31	\$11.15	\$12.99
6	\$9.84	\$11.81	\$13.77
7	\$10.40	\$12.50	\$14.60
8	\$10.99	\$13.23	\$15.48
9	\$11.62	\$14.01	\$16.41
10	\$12.28	\$14.84	\$17.40
11	\$12.98	\$15.71	\$18.45
12	\$13.71	\$16.64	\$19.56
13	\$14.49	\$17.61	\$20.73
14	\$15.32	\$18.65	\$21.98
15	\$16.19	\$19.75	\$23.31
16	\$17.11	\$20.91	\$24.71
17	\$18.08	\$22.14	\$26.20
18	\$19.11	\$23.44	\$27.78
19	\$20.20	\$24.82	\$29.45
20	\$21.34	\$26.28	\$31.22
21	\$22.56	\$27.83	\$33.10
22	\$23.84	\$29.47	\$35.10
23	\$25.19	\$31.20	\$37.21
24	\$26.63	\$33.04	\$39.45
25	\$28.14	\$34.98	\$41.83
26	\$29.74	\$37.04	\$44.35
27	\$31.47	\$39.24	\$47.02
28	\$33.31	\$41.58	\$49.85
29	\$35.45	\$44.15	\$52.85
30	\$37.50	\$46.77	\$56.04

Monthly Pay Rates

Pay Grade	Pay Range		
	Minimum	Midpoint	Maximum
1	\$1,294	\$1,538	\$1,781
2	\$1,367	\$1,628	\$1,889
3	\$1,445	\$1,724	\$2,003
4	\$1,527	\$1,825	\$2,123
5	\$1,614	\$1,933	\$2,251
6	\$1,706	\$2,046	\$2,387
7	\$1,803	\$2,167	\$2,530
8	\$1,905	\$2,294	\$2,683
9	\$2,014	\$2,429	\$2,844
10	\$2,128	\$2,572	\$3,016
11	\$2,249	\$2,723	\$3,197
12	\$2,377	\$2,883	\$3,390
13	\$2,512	\$3,053	\$3,594
14	\$2,655	\$3,233	\$3,810
15	\$2,806	\$3,423	\$4,040
16	\$2,965	\$3,624	\$4,283
17	\$3,134	\$3,838	\$4,541
18	\$3,312	\$4,063	\$4,815
19	\$3,500	\$4,303	\$5,105
20	\$3,699	\$4,556	\$5,412
21	\$3,910	\$4,824	\$5,738
22	\$4,132	\$5,108	\$6,084
23	\$4,367	\$5,409	\$6,450
24	\$4,615	\$5,727	\$6,839
25	\$4,878	\$6,064	\$7,250
26	\$5,155	\$6,421	\$7,687
27	\$5,455	\$6,802	\$8,150
28	\$5,774	\$7,208	\$8,641
29	\$6,145	\$7,653	\$9,161
30	\$6,500	\$8,106	\$9,713

Annual Pay Rates

Pay Grade	Pay Range		
	Minimum	Midpoint	Maximum
1	\$15,526	\$18,452	\$21,378
2	\$16,409	\$19,537	\$22,665
3	\$17,342	\$20,686	\$24,031
4	\$18,327	\$21,903	\$25,478
5	\$19,369	\$23,191	\$27,012
6	\$20,470	\$24,555	\$28,639
7	\$21,634	\$25,999	\$30,364
8	\$22,864	\$27,529	\$32,193
9	\$24,164	\$29,148	\$34,132
10	\$25,538	\$30,863	\$36,187
11	\$26,990	\$32,678	\$38,367
12	\$28,524	\$34,601	\$40,678
13	\$30,146	\$36,637	\$43,128
14	\$31,860	\$38,792	\$45,725
15	\$33,671	\$41,075	\$48,479
16	\$35,585	\$43,492	\$51,399
17	\$37,608	\$46,051	\$54,494
18	\$39,746	\$48,761	\$57,777
19	\$42,006	\$51,631	\$61,256
20	\$44,394	\$54,670	\$64,946
21	\$46,918	\$57,887	\$68,857
22	\$49,585	\$61,295	\$73,004
23	\$52,404	\$64,903	\$77,401
24	\$55,383	\$68,723	\$82,063
25	\$58,532	\$72,769	\$87,005
26	\$61,859	\$77,052	\$92,245
27	\$65,456	\$81,628	\$97,801
28	\$69,293	\$86,492	\$103,691
29	\$73,745	\$91,841	\$109,937
30	\$77,997	\$97,277	\$116,558

**Full-time**

<b>Grade</b>	<b>Employee</b>	<b>Current Position</b>	<b>Position Start Date</b>	<b>Years in Position</b>
10	Beardall, Craig	PW Maintenance	3/7/2005	7
20	Callaway, Jason	Public Works Operations Mngr	7/1/2010	2
18	Carter, Shawn	Master Officer	7/1/2009	3
18	Eggan, Stan	Master Officer	1/12/2009	3.5
25	Eva, Wade	Public Works Director	7/1/2010	2
17	Drussel, Matt	Patrol Officer	6/27/2011	1
18	Farnsworth, Susan	Recorder	7/1/1997	15
15	Flint, Greg	Staff Planner	6/30/2010	2
18	Green, Jon	Master Officer	7/1/2010	2
18	Hansen, Allen	Master Officer	7/1/2008	4
15	Hatfield, Patrick	Operator III	9/17/2007	5
13	Hiatt, Gregg	Operator II	5/16/2010	2
22	Hoffman, Shannon	Admin Services Director	7/1/2010	2
26	Howard, Dennis	Public Safety Director	9/13/1999	13
20	Hurst, Rod	Police Sergeant	7/1/1997	15
13	Johnson, Amy	Recreation Asst	6/20/2011	1
20	Johnson, Kris	Police Sergeant	7/1/2006	6
10	Lopez, Jose	PW Maintenance	3/11/1992	20
17	Lunceford, Jay	Patrol Officer	10/2/2006	6
26	Marker, Dennis	Communtiy Development Dir	7/1/2010	2
12	Midgley, Linda	Dept Admin Asst	8/14/2006	6
13	Monahan, Derek	ACO/Code Enf	8/20/2007	5
17	Oryall, Lyn	Librarian	7/1/1998	14
30	Reeves, Ben	City Manager	12/1/2009	2.5
23	Schmidt, Kevin	Liesure Service Director	7/1/2010	2
15	Shepherd, Jared	Infrastructure Insp/Bld Insp	1/29/2007	4.5
22	Spadafora, Randy	Building Official	7/6/1998	14
18	Stika, Jake	Patrol Officer	3/1/2012	0
12	Swan, Jane	Court Clerk	2/14/2002	9.5



Part-time

Grade	Employee	Current Position	Position Start Date	Years in Position
6	Baird, Nancy	Library Clerk	7/19/2006	6
16	Barnes, Dennis	Water Master	6/21/2010	2
6	Blauer, Karen	Senior Center Meal Asst	8/24/2011	1
6	Bowers, Marilyn	Senior Center Asst Cook	8/26/2010	2
8	Broadhead, Nikki	Recreation Office Clerk	1/8/2011	1.5
11	Brunson, Dixie	Police Admin Asst/Records	8/30/2001	11
2	Davis, Joe	Crossing Guard	8/22/2011	
2	Davis, Merelda	Crossing Guard	4/16/207	
9	Durney, Marie	Senior Citizens Director	9/24/2009	3
8	Durrant, David	Recreation Assistant	10/18/2010	2
8	Eddington Adams, Ann	Office Clerk/Police	1/19/2010	2.5
6	Ellsworth, Tina	Library Clerk	6/1/2010	2
17	Glenn, Rich	Police Officer	4/15/2010	2
6	Gurney, Sandra	Senior Citizens Treasurer	10/4/2004	8
6	Heaps, Judy	Senior Center Head Cook	8/24/2011	1
6	Hinkle, Rachel	Library Clerk	4/9/2010	2
8	Kropf, Nicol	Office Clerk/Court	8/3/2010	2
8	Lamb, Joyce	Office Clerk/Admin	5/16/2005	7
6	Larsen, Rose	Library Clerk	10/19/2005	7
8	Lohrke, Allen	Facilities Custodian	9/24/2010	2
9	Mortensen, Karen	Office Clerk/Sec	5/16/2005	7
6	Schmidt, Sheri	Library Clerk	11/6/2007	4.5
8	Sherrow, Melinda	Recreation Office Clerk	9/1/2010	2
	Williams, Sharla	Justice Court Judge	3/16/2008	4
17	Woodland, Russell	Police Officer	3/16/2010	2

**PUBLIC SAFETY**

	POLICE CHIEF/PSD*			ACTUAL
	MIN	MID	MAX	
Cedar Hills (County)				
Ivins (PSD)	\$50,556	\$83,175	\$115,794	\$85,000
Mapleton	\$54,870	\$65,566	\$76,262	\$85,659
Nephi	\$51,360	\$57,336	\$63,312	\$51,360
North SL	\$64,125	\$79,540	\$94,956	\$103,199
Payson	\$73,526	\$82,370	\$91,214	\$76,190
Riverdale (PSD)	\$66,102	\$85,602	\$105,102	\$94,785
Spanish Fork (PSD)	\$73,334	\$91,668	\$110,001	\$102,667
Springville	\$70,751	\$80,098	\$107,745	\$108,697
Vernal	\$67,548	\$86,112	\$104,676	\$95,751

Average Start/End	\$63,575	\$79,052	\$96,562	\$89,256
Current Grade 27	\$65,456	\$81,628	\$97,801	\$81,201
Recommended 26	\$61,859	\$77,052	\$92,245	

	POLICE SARGEANT			ACTUAL
	MIN	MID	MAX	
Cedar Hills (County)				
Ivins	\$19.45	\$26.35	\$33.25	\$22.52
Mapleton	\$18.67	\$21.87	\$28.86	\$25.85
Nephi				
North SL	\$21.13	\$26.06	\$31.00	\$31.00
Payson	\$23.26	\$26.06	\$28.86	\$25.85
Riverdale	\$22.28	\$28.48	\$34.68	\$28.36
Spanish Fork	\$23.13	\$28.91	\$34.69	\$27.61
Springville	\$21.39	\$25.92	\$30.45	\$30.41
Vernal	\$22.41	\$27.44	\$32.47	\$32.57

Average Start/End	\$21.47	\$26.39	\$31.78	\$28.02
Current Grade 21	\$22.56	\$27.83	\$33.10	\$27.57
Recommended 20	\$21.34	\$26.28	\$31.22	

	MASTER OFFICER/OFFIC III			ACTUAL
	MIN	MID	MAX	
Cedar Hills (County)				
Ivins				
Mapleton (Corporal)	\$17.29	\$20.56	\$23.84	\$21.31
Nephi				
North SL (Corporal)	\$19.11	\$23.57	\$28.03	
Payson				
Riverdale (Officer III)	\$19.25	\$24.75	\$30.25	\$25.26
Spanish Fork				
Springville (Corporal)	\$19.31	\$23.40	\$27.50	\$23.69
Vernal (Officer III)	\$20.32	\$24.89	\$29.46	\$25.62

Average Start/End	\$19.06	\$23.43	\$27.82	\$23.97
Current Grade 19	\$20.20	\$24.82	\$29.45	\$20.53
Recommended 18	\$19.11	\$23.44	\$27.78	

	PATROL OFFIC/OFFIC II or I			ACTUAL
	MIN	MID	MAX	
Cedar Hills (County)				
Ivins (Officer II)	\$20.10	\$21.15	\$22.21	\$21.10
Mapleton		\$18.25	\$21.60	\$18.66
Nephi	\$17.10	\$18.85	\$20.59	\$20.14
North SL Officer II)	\$18.17	\$22.41	\$26.65	\$22.52
Payson	\$17.72	\$20.02	\$22.32	\$19.01
Riverdale (Officer II)	\$17.40	\$22.41	\$27.42	\$21.90
Spanish Fork	\$18.75	\$23.44	\$28.13	\$20.75
Springville	\$16.56	\$20.07	\$23.58	\$19.34
Vernal (Officer I)	\$18.42	\$22.57	\$26.72	\$18.92

Average Start/End	\$18.03	\$21.02	\$24.36	\$20.26
Current Grade 17	\$18.08	\$22.14	\$26.20	\$18.46
Recommended 17	\$18.08	\$22.14	\$26.20	

	ANIMAL CONTROL/CODE ENF			ACTUAL
	MIN	MID	MAX	
Cedar Hills (County)				
Ivins (Code Enf)				
Mapleton				
Nephi	\$13.71	\$15.28	\$16.85	\$16.85
North SL (Code Enf)		\$15.80	\$18.76	\$14.40
Payson	\$14.52	\$16.43	\$18.34	\$15.55
Riverdale	\$14.63	\$18.79	\$22.95	\$21.05
Spanish Fork	\$15.15	\$18.94	\$22.73	\$20.16
Springville	\$14.20	\$16.84	\$19.47	\$16.17
Vernal (Code Enf)	\$14.43	\$17.68	\$20.93	\$15.16

Average Start/End	\$14.44	\$17.11	\$20.00	\$17.05
Current Grade 15	\$16.19	\$19.75	\$23.31	\$16.41
Recommended 13	\$14.49	\$17.61	\$20.73	

	DEPT ASST/RECORDS			ACTUAL
	MIN	MID	MAX	
Cedar Hills				
Ivins				
Mapleton	\$12.55	\$15.05	\$17.55	
Lehi	\$13.57	\$15.95	\$18.32	\$16.50
North SL	\$13.43	\$16.52	\$19.60	\$15.05
Payson	\$12.56	\$14.23	\$15.90	\$15.56
Riverdale	\$12.61	\$16.21	\$19.81	\$19.81
Spanish Fork				
Woodcross	\$12.17	\$15.17	\$18.17	\$17.80
Utah County	\$13.77	\$15.99	\$18.21	

Average Start/End	\$12.95	\$15.59	\$18.22	\$16.94
Current Grade 13	\$14.49	\$17.61	\$20.73	\$16.33
Recommended 11	\$12.98	\$15.71	\$18.45	

**COUNCIL WORK SESSION 4/18/2012  
ATTACHMENT "B-5"**

	OFFICE CLERK/SEC			ACTUAL
	MIN	MID	MAX	
Cedar Hills				
Ivins				
Mapleton	\$10.31	\$12.43	\$16.59	\$13.78
Nephi				
North Logan	\$10.71	\$12.59	\$14.47	\$11.38
Payson				
Riverdale				
Spanish Fork	\$12.20	\$15.25	\$18.30	\$15.12
Springville	\$12.18	\$14.45	\$16.72	\$12.49
Vernal	\$12.47	\$14.52	\$16.56	\$14.12
Average Start/End	\$11.57	\$13.85	\$16.53	\$13.38
Current Grade 8	\$10.99	\$13.23	\$15.48	\$12.21
Recommended 8	\$10.99	\$13.23	\$15.48	

	CROSSING GUARD			ACTUAL
	MIN	MID	MAX	
Cedar Hills	\$8.00	\$9.00	\$10.00	\$21.40
Clearfield	\$8.47	\$10.59	\$12.71	\$8.70
Eagle Mountain	\$8.74	\$9.19	\$9.65	\$8.74
Syracuse	\$8.22	\$9.46	\$10.70	\$8.67
North Logan	\$8.36	\$9.83	\$11.31	\$8.76
Payson				
Riverdale				
Spanish Fork				
Springville	\$7.88	\$9.40	\$10.92	\$8.01
Vernal				
Average Start/End	\$8.28	\$9.58	\$10.88	\$10.71
Current Grade				
Recommended 2	\$7.89	\$9.39	\$10.90	



## COMMUNITY DEVELOPMENT

	COMMUNITY DEV DIR			ACTUAL
	MIN	MID	MAX	
Cedar Hills				
Ivins				
Mapleton (Planning Dir)	\$48,203	\$57,116	\$66,029	\$70,943
Nephi				
North SL				
Payson (Ecnom Dir)	\$66,598	\$77,649	\$88,700	
Riverdale	\$66,102	\$85,602	\$105,102	\$94,120
Spanish Fork (Planner)	\$61,998	\$77,498	\$92,997	\$71,298
Springville	\$70,451	\$89,098	\$107,745	\$107,744
Vernal				

Average Start/End	\$62,670	\$77,393	\$92,115	\$86,026
Current Grade 27	\$65,456	\$81,628	\$97,801	\$59,551
Recommended 26	\$61,859	\$77,052	\$92,245	

	STAFF PLANNER/PLANNER I			ACTUAL
	MIN	MID	MAX	
Cedar Hills				
Ivins				
Mapleton				
Nephi				
North SL				
Payson	\$15.76	\$17.85	\$19.95	\$22.14
Riverdale				
Spanish Fork				
Springville	\$16.56	\$20.07	\$23.58	\$20.29
Vernal				

Average Start/End	\$16.16	\$18.96	\$21.77	\$21.22
Current Grade 17	\$17.11	\$20.91	\$24.71	\$15.87
Recommended 15	\$ 16.19	\$ 19.75	\$ 23.31	

	BUILDING OFFICIAL			ACTUAL
	MIN	MID	MAX	
Cedar Hills	\$24.01	\$30.02	\$36.02	\$34.22
Ivins	\$21.76	\$29.70	\$37.65	\$35.21
Mapleton				
Nephi				
North SL	\$24.61	\$30.35	\$36.10	\$36.10
Payson				
Riverdale				
Spanish Fork	\$23.13	\$28.91	\$34.69	\$29.48
Springville	\$24.93	\$30.87	\$36.81	\$31.39
Vernal	\$24.70	\$30.25	\$35.81	\$33.65

Average Start/End	\$23.86	\$30.02	\$36.18	\$33.34
Current Grade 22	\$23.84	\$29.47	\$35.10	\$34.58
Recommended 22	\$23.84	\$29.47	\$35.10	

	PW/BLG INSPECTOR			ACTUAL
	MIN	MID	MAX	
Cedar Hills				
Ivins (Bldg Insp I)	\$13.66	\$18.18	\$22.68	
Mapleton	\$16.10	\$19.22	\$22.33	\$23.60
Nephi				
North SL (Bdlg Insp I)	\$15.62	\$19.21	\$22.80	
Payson	\$18.15	\$20.25	\$22.34	\$20.60
Riverdale	\$17.78	\$22.96	\$28.13	
Spanish Fork	\$15.15	\$18.94	\$22.73	\$18.94
Springville	\$17.43	\$21.13	\$24.83	\$23.00
Vernal				

Average Start/End	\$16.27	\$19.98	\$23.69	\$21.54
Current Grade 16	\$17.11	\$20.91	\$24.71	\$19.98
Recommended 15	\$16.19	\$19.75	\$23.31	

	DEPT ADMIN ASSISTANT			ACTUAL
	MIN	MID	MAX	
Cedar Hills	\$14.75	\$18.45	\$22.13	\$21.40
Ivins	\$12.84	\$18.03	\$23.17	\$19.01
Mapleton				
Nephi	\$14.38	\$16.01	\$17.64	\$17.64
North SL	\$14.87	\$15.01	\$15.15	
Payson	\$14.06	\$15.93	\$17.80	\$16.47
Riverdale				
Spanish Fork	\$13.90	\$17.37	\$20.85	\$19.69
Springville				
Vernal	\$15.16	\$18.57	\$21.97	\$19.49

Average Start/End	\$14.28	\$17.05	\$19.82	\$18.95
Current Grade 13	\$14.49	\$17.61	\$20.73	\$16.33
Recommended 12	\$13.71	\$16.64	\$19.56	



**PUBLIC WORKS**

	PUBLIC WORKS DIRECTOR			ACTUAL
	MIN	MID	MAX	
Cedar Hills (Eng)				
Ivins	\$42,940	\$73,428	\$103,915	\$80,413
Mapleton	\$53,851	\$64,709	\$75,567	\$77,900
Nephi				
North SL	\$60,630	\$75,206	\$89,783	\$89,783
Payson (Sup)	\$58,016	\$65,884	\$73,753	\$68,390
Riverdale	\$66,102	\$85,602	\$105,102	\$101,628
Spanish Fork (Asst Dir)	\$61,998	\$77,998	\$92,997	\$83,697
Springville	\$70,451	\$89,098	\$107,745	\$104,680
Vernal (sup)	\$51,376	\$62,930	\$74,485	\$68,348

Average Start/End	\$58,171	\$74,357	\$90,418	\$84,355
Current Grade 26	\$61,859	\$77,052	\$92,245	\$64,643
Recommended 25	\$58,532	\$73,769	\$87,005	

	PW OPERATIONS MNG/FOREMAN			ACTUAL
	MIN	MID	MAX	
Cedar Hills				
Ivins				
Herriman	\$21.21	\$26.23	\$31.02	\$26.52
Nephi	\$22.93	\$25.51	\$28.09	\$28.09
North SL(Wtr Foreman)	\$19.11	\$23.57	\$28.03	\$25.22
Payson (Water/Prks Frmn)	\$19.65	\$22.31	\$24.80	\$21.85
Riverton (Supervisor)	\$19.51	\$24.96	\$30.41	\$30.85
Spanish Fork				
Springville	\$22.50	\$27.27	\$32.03	\$31.13
Vernal				

Average Start/End	\$20.82	\$24.98	\$29.06	\$27.28
Current Grade 21	\$22.56	\$27.83	\$33.10	\$22.67
Recommended 19	\$20.20	\$24.82	\$29.45	

	PW OPERATOR III			ACTUAL
	MIN	MID	MAX	
Cedar Hills	\$17.06	\$21.33	\$25.59	
Ivins				
Mapleton	\$16.10	\$20.47	\$22.33	\$22.76
Nephi	\$17.20	\$19.14	\$21.08	\$21.08
North SL	\$17.28	\$21.33	\$25.39	
Payson				
Riverdale	\$15.85	\$20.47	\$25.10	\$22.37
Spanish Fork	\$15.15	\$18.94	\$22.73	\$19.24
Springville				
Vernal	\$17.75	\$21.75	\$25.73	\$20.05

Average Start/End	\$16.63	\$20.49	\$23.99	\$21.10
Current Grade 17	\$18.08	\$22.14	\$26.20	\$18.08
Recommended 15	\$16.19	\$19.75	\$23.31	

	PW OPERATOR II			ACTUAL
	MIN	MID	MAX	
Cedar Hills	\$15.24	\$19.05	\$22.86	\$18.76
Ivins		\$16.83	\$21.10	\$22.67
Mapleton				
Nephi	\$15.46	\$17.21	\$18.96	\$18.96
North SL	\$15.62	\$19.21	\$22.80	\$17.84
Payson				
Riverdale	\$14.20	\$19.02	\$22.87	\$16.75
Spanish Fork	\$13.90	\$17.37	\$20.85	\$19.24
Springville	\$14.95	\$18.13	\$21.31	
Vernal				

Average Start/End	\$14.90	\$18.12	\$21.54	\$19.04
Current Grade 15	\$16.19	\$19.75	\$23.31	\$17.24
Recommended 13	\$14.49	\$17.61	\$20.73	

	PW OPERATOR I			ACTUAL
	MIN	MID	MAX	
Cedar Hills	\$13.83	\$17.28	\$20.74	\$14.10
Ivins	\$11.85	\$14.51	\$17.18	\$13.29
Mapleton				
Nephi				
North SL	\$14.20	\$17.46	\$20.72	\$19.60
Payson	\$14.11	\$15.97	\$17.83	\$16.97
Riverdale	\$13.03	\$16.86	\$20.68	\$18.88
Spanish Fork	\$12.87	\$16.08	\$19.30	\$16.66
Springville	\$13.50	\$16.01	\$18.51	
Vernal				

Average Start/End	\$13.34	\$16.31	\$19.28	\$16.58
Current Grade 13	\$14.49	\$17.61	\$20.73	
Recommended 11	\$12.98	\$15.71	\$18.45	

	MAINTENANCE WORKER			ACTUAL
	MIN	MID	MAX	
Cedar Hills				
Ivins	\$11.23	\$15.16	\$19.09	\$18.00
Mapleton				
Nephi				
North SL	\$12.85	\$15.80	\$18.76	
Payson				
Riverdale	\$12.36	\$15.95	\$19.53	\$13.53
Spanish Fork	\$12.20	\$15.25	\$18.30	\$12.35
Springville	\$12.83	\$15.21	\$17.59	\$13.52
Vernal				

Average Start/End	\$12.29	\$15.47	\$18.65	\$14.35
Current Grade 12	\$13.71	\$16.64	\$19.56	\$14.64
Recommended 10	\$12.28	\$14.84	\$17.40	