Fairfield
Utah County, Utah

Amended Budget for Wages

4103 (Stephanie)	**Add**	**$2730.00**
4103 (Vonda)	**Add**	**$1170.00**
4103.1 (Hollie) Administrator Add		**$52,480.00**
4103.3 (Codi) Treasurer/Office Manager Add		**$44,460.00**

Do you want these all combined into Admin Permanent wages(4103), or would you like them broken down into different line Items?

4103.4 (Vern)	**Add**	**$3,000.00**
4156 (P&Z)	**Add**	**$ 2800.00**
4000 Town Council	**Add**	**$ 31,200.00**
4010	**Add**	**$5,500.00**
6111 (LB)	**Add**	**$180.00**

Total = $143,520.00

Fairfield
Utah County, Utah

Additional Items to be added to Updated Fee Schedule Items

Site Specific Development Application	$1350.00
Site Specific Escrow Deposit	$5000.00
Caretaker Dwelling Application	$200.00
Caretaker Dwelling Plan Review	Actual Cost to Town
Gas line Application	$95.00
Gas line Inspection	Actual Cost to Town
Encroachment Permit	$100.00
Temp Right-of-Way Occupancy Permit	$100.00
Utility Infrastructure Application	$500.00
Miscellaneous Application	$100.00

Ordinance No. 2026-06 An Ordinance Amending the Compensation for Fairfield Officers And Elected Officials. Date , 2026

Document Control Changes - Document created August ____2026.

WHEREAS, Title 10, Chapter 3, Part 8 of the Utah Code establishes certain requirements for Town officers and the administration of the Town; and

WHEREAS, Utah Code § 10-3-818 provides that the elective and statutory officers of the Town shall receive compensation for their services as the Town Council establishes by ordinance after holding a public hearing; and

WHEREAS, The Town Council has held discussions and agreed on obtaining an independent compensation study to determine increasing the compensation for services during meetings held April 15, 2026, and June 24, 2026; and

WHEREAS, On July 7, 2026, said study was obtained from Personnel Systems and Services regarding the Compensation Study for Fairfield and the findings were discussed by the Town Council; and

WHEREAS, pursuant to law, a public hearing to receive comment and consider amendment of an ordinance to address the matters described above was held on August ___, 2026;

WHEREAS, the Town Council of Fairfield, Utah, hereby determines that it is in the best interest of the citizens of Fairfield and the administration of Town government to ensure the Town conforms to all statutory requirements for Town officers by adopting ordinances to address the matters described above.

NOW, THEREFORE, be it ordained by the Town Council of Fairfield, State of Utah, as follows:

Section 1. Amendment. The compensation for elected and appointed officials is amended as shown on Exhibit A, attached hereto and incorporated herein by reference.

Section 2. Severability. If any section, part or provision of this Ordinance is held invalid or unenforceable, such invalidity or unenforceability shall not affect any other portion of this Ordinance and all sections, parts, provisions and words of this Ordinance shall be severable.

Section 3. Effective Date. This Ordinance shall become effective immediately upon passage or posting as required by law.

Adopted and passed on this ____ day of August, 2026.

FAIRFIELD

____
Hollie McKinney, Mayor

Hollie McKinney	yes_____	no_____	abstain ____	absent ____
RL Panek	yes_____	no_____	abstain ____	absent ____
Tyler Thomas	yes_____	no_____	abstain ____	absent ____
Michael Weber	yes_____	no_____	abstain ____	absent ____
Richard Cameron	yes_____	no_____	abstain ____	absent ____

____
Stephanie Shelley, Recorder

(SEAL)

EXHIBIT A

Planning Commission Stipends (5 board members)

Board Role	Current Monthly	Current Yearly Total	Proposed Monthly	Proposed Yearly Total	Proposed Yearly Increase
Board Member (x5)	$250.00	$15,000.00	$350.00	$21,000.00	$6,000.00
Planning Chair	$150.00	$1,800.00	$150.00	$1,800.00	$0.00
Totals	**$1,400.00**	**$16,800.00**	**$1,900.00**	**$22,800.00**	**$6,000.00**

Town Council Stipends

Role	Current Monthly	Current Yearly Total	Proposed Monthly	Proposed Yearly Total	Proposed Yearly Increase
Council Members (x4)	$350.00	$16,800.00	$1,000.00	$48,000.00	$31,200.00
Mayor Stipend	$550.00	$6,600.00	$1,000.00	$12,000.00	$5,400.00
Totals	**$1,950.00**	**$23,400.00**	**$5,000.00**	**$60,000.00**	**$36,600.00**

Administrative Wages

Position	Officer Name	Current Wage Rate	Current Annual Budget	Proposed Wage Rate	Proposed Annual Budget	Annual Increase
Administrator / Building Official	Hollie McKinney	$3,600.00 /mo	$43,200.00	$7,973.33 /mo	$95,680.00	$52,480.00
Treasurer / Office Asst. Mgr	Codi Butterfield	$25.00 /hr	$32,500.00	$6,413.33 /mo	$76,960.00	$44,460.00
Recorder	Stephanie Shelley	$25.00 /hr	$45,500.00	$26.50 /hr	$45,500.00	$0.00
Deputy Recorder	Vonda Cook	$25.00 /hr	$19,500.00	$26.50 /hr	$19,500.00	$0.00

Position	Officer Name	Current Wage Rate	Current Annual Budget	Proposed Wage Rate	Proposed Annual Budget	Annual Increase
Water Department	Tyler Thomas	$900.00 /mo	$10,800.00	$900.00 /mo	$10,800.00	$0.00
Water Technician	LB Miller	$25.00 /hr	$3,000.00	$26.50 /hr	$3,180.00	$180.00
Roads Department	RL Panek	$900.00 /mo	$10,800.00	$900.00 /mo	$10,800.00	$0.00
Town Parks / Improvements	Richard Cameron	$900.00 /mo	$10,800.00	$900.00 /mo	$10,800.00	$0.00
Cemetery Sexton	Dave Hanson	$200.00 /mo	$2,400.00	$200.00 /mo	$2,400.00	$0.00
Blue Stakes	Vern Carson	$250.00 /mo	$3,000.00	$500.00 /mo	$6,000.00	$3,000.00
Town Planner	Jim Spung	Contract	$50,000.00	Contract	$50,000.00	$0.00
Accountant	Dave Saunders	Contract	$16,400.00	Contract	$16,400.00	$0.00
Totals			**$247,900.00**		**$348,020.00**	**$100,120.00**

Revenue and Wages

Fiscal Year	Revenue	Projected Revenue	Wages	Proposed Wage Increase	Proposed Yearly Wage Total
2024-2025	$1,312,026.00		$200,523.50		
2025-2026	$1,764,203.74		$208,996.75		
2026-2027		$1,998,000.00	$291,300.00	$139,620.00	$430,920.00

FAIRFIELD

STATE OF UTAH)
) ss.
COUNTY OF UTAH)

I, Stephanie Shelley, Town Recorder of Fairfield, Utah, do hereby certify and declare that the above and foregoing is a true, full, and correct copy of an ordinance passed by the Town Council of Fairfield, Utah, on the ___ day of ______2026.

Ordinance No. 2026-06 An Ordinance Amending the Compensation for Fairfield Officers And Elected Officials.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Corporate Seal of Fairfield, Utah, this ______ day of _____2026.

____________________________,
Stephanie Shelley
Fairfield Recorder/Clerk

(SEAL)

AFFIDAVIT OF POSTING

STATE OF UTAH)
) ss.
COUNTY OF UTAH)

I, Stephanie Shelley, Town Recorder of Fairfield, Utah, do hereby certify and declare that I posted in three (3) public places the following summary of the ordinance which was passed by the Fairfield Council on the ____ day of______ 2026, and herein referred to as:

Ordinance No. 2026-06 An Ordinance Amending the Compensation for Fairfield Officers And Elected Officials.

SUMMARY.
Increasing
Compensation for Fairfield officers and elected officials.

The three places are as follows:
1. Fairfield Town Hall
2. Fairfield Website
3. Utah State Public Notice Website

____
Stephanie Shelley
Fairfield Recorder/Clerk

Date of Posting ______day of ___________, 20___

Compensation Philosophy

In the ongoing debate over which approach to take in the development of organizational compensation objectives and strategy, there are two dominate positions. One is to be a "market driven" or "market based" system, where the prevailing practice of a defined market is used to establish the effective pay rate for all jobs in the organization. The second is to be a "value" or "equity based" system where job classifications are established using some internal equity methodology, then combined with regression analysis to create pay ranges.

Initially the most appealing is classification. These systems promote the perception of equity, fairness and consistency. While most organizations which subscribe to an "equity based" system buy an off-the-shelf program, such as Hay, Decision Band, or some other approach, the values built into these programs may or may not be consistent with those of the organization. It is the opinion of Personnel Systems that in order to have the most reliable, effective and defensible internal equity /classification system, the "worth of work" values of your organization need to be identified and structured into the classification instrument.

The classification approach, no matter how effectively developed and designed, still has administrative headaches. Such as those created by supply and demand issues in the market. You will identify this problem by "market sensitive" positions. Though valued properly based upon your classification system, the assigned pay ranges for these jobs are non-competitive or inadequate. These market conditions may be temporary or may persist over several years.

When frustrations with market sensitive positions persist some managers tend to want to abandon the internal equity method in order to better serve the market sensitive master. This establishes the notion that pure market pricing is the competitive reality. The reality of the situation comes into play when problem indicators surface, such as attrition rates on the rise. However, it is questionable that base pay alone, unless significantly greater, would entice employees to want to change employment. Another issue derived from the market centers around the history of pay practices for gender dominated jobs, the practices which spawned the "comparable worth" debates of the 1980's. Though much ground has been gained in overcoming the perceptions of inequality, to formalize a pay system based solely upon prevailing market job pricing will tend to preserve bias and various forms of compensation discrimination. The greatest weakness in the pure market approach lies in the ability, or inability, to collect quality market data on 100% of your jobs, which forces the use of some internal comparison method.

So what is the conclusion? The conclusion is, that to subscribe to any approach to the total exclusion of the other ultimately results in incongruity. The successful compensation system is eclectic and based upon the integration of the market based approach with a classification system.

Factor I- Job Knowledge 40%

Fairfield

FORMAL EDUCATION & TRAINING / KNOWLEDGE, SKILLS & ABILITIES	A	B	C	D	E	F	G	H
	Minimal Formal Education.	Graduation From High School Or GED.	High School, GED & up to 1 Year Of Job Related Training or Education.	2 Years Of Job Related Training, or Associate Degree.	4 Years of job related training, Or Bachelor's Degree.	4 yr. degree plus 1 Year Of Graduate Work.	2 Years Of Graduate Work, Masters Degree Or Equivalent.	Extensive Graduate Work Beyond Masters.
1. Unskilled. Ability to follow simple oral instructions. Reading and performing simple mathematical computations may be required. May need a basic understanding of the use of common office equipment or basic hand and power tools.	**0.62** 0.65	0.68 **0.72** 0.75	0.78 **0.82** 0.87					
2. Semi-skilled. Proficiency in the use of simple equipment. Knowledge of general office procedures, practice or operations. Proficient in math, reading, keyboard operations, common office equipment or basic hand and power tools.	0.77 **0.81** 0.85	0.89 **0.93** 0.98	1.02 **1.07** 1.12	1.17 **1.23** 1.29				
3. Requires working level knowledge, skills, and abilities related to a broad range of either complex clerical or technical functions or apprentice level knowledge of a single funtion area or work specialization.	1.00 **1.05** 1.11	1.15 **1.21** 1.27	1.33 **1.39** 1.46	1.53 **1.60** 1.68	1.75 **1.84** 1.93			
4. Requires para-professional or full performance level of knowledge, skills, and abilities primarily related to a well defined discipline or vocational specialization. Journey level proficiency.	1.30 **1.37** 1.44	1.50 **1.57** 1.65	1.72 **1.81** 1.90	1.98 **2.08** 2.19	2.28 **2.39** 2.51	2.62 **2.75** 2.89	3.02 **3.17** 3.32	3.47 **3.64** 3.82
5. Entry level professional KSA's utilizing techniques which require understanding of involved practices, principles and/or theory or mastery of a well defined discipline or vocational specialization.		1.95 **2.05** 2.15	2.24 **2.35** 2.47	2.58 **2.71** 2.84	2.96 **3.11** 3.27	3.41 **3.58** 3.76	3.92 **4.12** 4.32	4.51 **4.73** 4.97
6. Requires experienced professional level knowledge, skills, and abilities. High proficiency demonstrated through independent application of principles or theory. Creative work.			2.91 **3.06** 3.21	3.35 **3.52** 3.69	3.85 **4.05** 4.25	4.43 **4.65** 4.89	5.10 **5.35** 5.62	5.86 **6.15** 6.46
7. Highly developed, seasoned professional. Managerial KSA's, Mastery of involved practices, precedents, theory, principles.			3.79 **3.98** 4.18	4.36 **4.57** 4.80	5.01 **5.26** 5.52	5.76 **6.05** 6.35	6.63 **6.96** 7.30	7.62 **8.00**

Additional points are awarded for required experience as a percentage of the points awarded for Job Knowledge:

Up to one (1) year of experience...5%
Two (2) years of experience.........10%
Three (3) years of experience......15%
Four (4) years of experience.........20%
Five (5) years of experience........25%
Six (6) years of experience..........30%
Seven (7) years of experience.....35%
Eight (8) years of experience........40%
Over eight (8) years of experience...45%

This factor measures the nature and extent of information or facts which the worker must understand to do acceptable work (e.g., steps, procedures, practices, rules, policies, theories, principles, concepts and protocol and the nature and extent of skills/abilities necessary to apply the acquired knowledge. It also includes the amount of training required by the job prior to entry, including special requirements, certifications or licenses. Award additional points as a percentage of the points awarded above for knowledge & training for the following:

I. Commercial drivers, applicator, operator licenses or specialized clerical certification...5%.

II. Technical license or certification...10%

III. Professional license or designation...20%.

Multiple credentials, licenses or certifications....award an additional 5%.

Annual or periodic recertification, testing or mandatory training requirements...award an additional 5%.

Note: By calculating the credentials bonus as a % of the job knowledge point award, the seasoned or "tested" license produces more points helping to mitigate compression issues.

Factor II- Responsibility
35%

ACCOUNTABILITY & ACCURACY / CONTROLS OVER THE WORK	A	B	C	D	E	F
	Consequences of error produce little or no negative impact. Remedies are readily available within the context of the task being performed. Minimal loss of time to correct the error.	Error s normally result in loss of own time to correct or check. Quality of task completion impacted by need for accuracy related to repetitive tasks or operations.	Errors may result which affect one or more work group. Immediate Supervisors must remedy errors and generally assume full accountability. Impact may vary in severity.	Errors may result affecting multiple work units within a department or cause injury or operating problems difficult to correct. Financial/legal implications exist to some degree.	Errors may result affecting entire department(s). Consequences affect public image for an extended time period requiring considerable resources to correct. Financial/legal implications are serious.	Errors may result which affect the entire organization. Consequences severely affect organizational efficiency. Public image severely damaged. Impact demands executive action. Extensive Financial/legal implications
1. Clear, detailed and specific instructions given for both one-of-a-kind and repetitious tasks; work is closely controlled through the structured nature of the work, by circumstances in which it is performed, or through review of the supervisor.	**0.94** 0.98	1.16 **1.22** 1.28	1.51 **1.58** 1.66			
2. Continuing or individual assignments. Supervisor specifies limitations, quality and quantity of work expected, deadlines and priorities. There is some freedom allowed in selecting methods to be used, but are limited.	1.03 **1.08** 1.13	1.33 **1.40** 1.47	1.73 **1.82** 1.91	2.26 **2.37** 2.49	2.93 **3.08** 3.23	
3. The work is strictly controlled by practices and procedures which are covered by well defined policy; work is performed without direct supervision but is reviewed periodically by the supervisor.	1.18 **1.24** 1.30	1.53 **1.61** 1.69	2.00 **2.09** 2.20	2.59 **2.72** 2.86	3.37 **3.54** 3.72	4.38 **4.60** 4.83
4. The work is subject to policies, practices, and procedures. Some freedom is allowed in the application of policy or procedure. The supervisor sets the overall objectives and identifies available resources. Employee in consultation with supervisor develops projects and deadlines.		1.76 **1.85** 1.95	2.29 **2.41** 2.53	2.98 **3.13** 3.29	3.88 **4.07** 4.28	5.04 **5.29** 5.56
5. Work is performed under managerial direction with the individual determining what, when, and how the work is done. Establishes unit or program goals & objectives			2.64 **2.77** 2.91	3.43 **3.60** 3.78	4.46 **4.68** 4.92	5.80 **6.09** 6.39
6. These jobs by their very nature and size, are broadly subject to general goals and objectives. Work is performed under broad guidance of policy makers. Much autonomy and freedom to act is essential to job effectiveness.				3.94 **4.14** 4.35	5.13 **5.38** 5.65	6.67 **7.00**

Additional points are awarded for budet & supervisory responsibility and public contacts as a percentage of the points awarded for responsibility:

SUPERVISION: I. Serves as leadworker of one unit, crew, or group.....5% II. Performs as first-line supervisor. Is responsible for quality and quantity. Schedules and assigns work.....10%. III. Supervises more than one group performing similar functions. Has general responsibility for project completion.......20%. IV. Manages a department. Determines priorities. Delegates through subordinate supervisors. Hires & Disciplines.....40%.

PUBLIC CONTACTS: I. recurring routine contacts with the public or workers in other units requiring exchange of factual information or explanation.....5% II. Contacts with people and/or managers regarding routine administrative or technical matters.....10%. III. Contacts with administrators or professionals in developing and soliciting cooperative relationships.....20% IV. Contacts with administrators with significant impact on programs, projects or policies....30%. V. Contacts with legislative, executive or judicial officials affecting the purpose of the organization...40%.

BUDGET: I. Secondary responsibility to implement and monitor the budget of a section or division.....5%. II. Shared primary responsibility to prepare and administer a budget for more than one section or division, or for a department.....7.5% III. Primary responsibility to prepare and administer a budget for more than one section or division, or for a department .....10%.

Factor III- Difficulty of Work 15%

JUDGMENT & DECISIONS REQUIRED / COMLEXITY & VARIETY OF WORK	A	B	C	D	E	F
	Little or no judgment or decisionmaking. Decisions limited to routine steps in perfroming well defined tasks or in determining the speed at which to perform.	Decisions are few and directly related to a well defined process. Requires some judgment in selecting variations in sequence of steps, operations or procedures.	Decisions are frequent but related to a well defined process. Judgment is required to select most suitable procedure from more than one process alternative.	Decisions are varied and based upon practice or policy. Employee required to make interpretative judgments when necessary to deviate from standard methods. Determines use of resources.	Decisions are varied based upon broad principles and guidelines. Judgment required to determine program direction and options for policy implementation.	Makes technical and complex decisions based upon research. Judgments must be made without existing guidelines. Creates policy affecting the entire organization.
1. The work consists of a few tasks or functions that are clear cut and directly related. Action to be taken or responses to be made are readily available. There is little variation in the work.	**0.40** 0.42	0.50 **0.52** 0.55				
2. The work consists of duties involving more than one sequence of steps. Variations in the work stem from differences in the source of information, kinds of transactions, entries or other factual situations.	0.44 **0.46** 0.49	0.57 **0.60** 0.63	0.74 **0.78** 0.82			
3. The Work consists of various duties involving different processes and methods. Choices to be considered differ with the subject, phase, or issues involving each assignment.	0.51 **0.53** 0.56	0.66 **0.69** 0.73	0.86 **0.90** 0.94	1.11 **1.17** 1.23		
4. Aspects of the work involve conditions and elements that must be identified and analyzed to discern interrelationships and deviations from standards in a specialty field or discipline. Tasks require development of goals and objectives based upon existing interpretation of established policies, rules and guidelines.		0.76 **0.79** 0.83	0.98 **1.03** 1.08	1.28 **1.34** 1.41	1.66 **1.74** 1.83	2.16 **2.27** 2.38
5. The work consists of independent assignments with varying duties which comprise a primary level of responsibility. Factors to be considered involve the assessment of unusual circumstances, variations in approach, incomplete or conflicting data, and incompatible results. The work requires the development and implementation of program options.		0.87 **0.91** 0.96	1.13 **1.19** 1.25	1.47 **1.54** 1.62	1.91 **2.01** 2.11	2.48 **2.61** 2.74
6. The work consists of a variety of duties involving a broad range of activities or depth of analysis to develop and implement organization-wide goals and policies.				1.69 **1.78** 1.86	2.20 **2.31** 2.42	2.86 **3.00**

Award additional points for stress as a percentage of points awarded for difficulty of work: This sub-factor attempts to recognizes the degree of mental or emotional fatigue or stress inherent to the job and sustained through concentration, work pressures or critical incidents (CIS syndrome). Consider the cycle, duration, and intensity sustained. Consider the need to deal with the public over controversial issues, the responsibility for problem resolution and the need to meet time deadlines:

SOME- 5% MODERATE- 10% CONSIDERABLE- 15% MULTI-FUNCTION- 20% CRITICAL INCIDENT- 25%

FActor IV- Work Environment 10%

PHYSICAL EFFORT / WORKING CONDITIONS	A	B	C	D
	Effort is minimal and is exerted only for short, intermitted periods. Effort involves light lifting of tools,objects, and working materials. May involve light pushing, pulling, reaching, bending. Requires normal hearing and visual acuity. Normally performs in seated position. Occasional standing for short durations.	Effort is exerted occasionally for short periods of time. Strain periodic but not prolonged. Moderate lifting, pushing, pulling, bending. More than normal visual and hearing acuity for precision work. Normally performs in abnormal sitting or standing positions. Moderate Manual dexterity required.	Effort is exerted regularly for sustained periods of time. Strain may be for frequent or moderate duration. Moderately heavy lifting, pushing, pulling. Considerable crouching, stooping or lying in prone position, Some strain on sight and hearing. Performs in abnormal positions. High Manual dexterity required.	Effort is prolonged and frequent. Strain may be extended in duration. Effort involves heavy lifting (90 lbs), pushing, pulling with excessive crouching, stooping or lying in prone position. Could involve intense strain on sight and hearing. High manual dexterity be required.
1. No observable hazards or threat to health or safety. Adequate working conditions with at least minimum environmental conditions to assure the comfort of most workers.	**0.60** 0.63	0.66 **0.69** 0.72	0.75 **0.79** 0.83	0.87 **0.91** 0.96
2. Minimum hazardous working conditions. Minor threat to health and/or safety. Generally adequate working conditions with minimum environmental conditions to assure comfort. Traveling in an automobile may be a regular part of the job.	0.74 **0.78** 0.82	0.85 **0.89** 0.94	0.98 **1.03** 1.08	1.13 **1.18** 1.24
3. Occasional exposure to hazardous work conditions (noise, fumes, heights, slippery, vibrations, moving parts, disease etc.). Moderate exposure to dust, grease, temperature changes, noise, inadequate lighting, inclement weather, etc. Periodic conditions which involve chance of injury.	0.96 **1.01** 1.06	1.11 **1.16** 1.22	1.27 **1.34** 1.40	1.47 **1.54** 1.62
4. Daily exposure to hazardous work conditions. Prolonged and frequent exposure to dust, grease, extreme temperature, or severe outdoor weather conditions. Recurring conditions which involve chance of injury.	1.25 **1.32** 1.38	1.44 **1.51** 1.59	1.66 **1.74** 1.83	1.90 **2.00**

Hazard Uncertainty

I- For positions having tasks that place employees in historically uncertain and emergency life threatening situations (i.e., Fire, Police) add 100% to the base points awarded above for work environment.

II- For positions having tasks that place employees in historically dangerous situations with chance of sever injury or fatality due to performance errors (i.e., Power) add 75% to the base points awarded above for work environment.

III- For positions which require the operation of maintenance or service equipment on city/county roadways, add 50%.

IV- For positions exposing worker to known environmental hazards or threats, but are mitigated through common practice or policy, add 25%.

V- .For positions requiring regular and frequent travel, whether local or regional, primarily by automobile, add 10%.

Fairfield Point Evaluation

Bv Rank Order

Department	Job Title	Factor I: Job Knowledge	Factor I: Years Exper.	Factor I: Certs, License	Factor I: Annual Recert	Factor I: Multiple Certs.	Factor II: Respon-sbility	Factor II: Super-vision	Factor II: Public Cont.	Factor II: Budget	Factor III: Difficulty Of Work	Factor III: Stress	Factor IV: Work Environ	Factor IV: Haz-ard	MARKET ADJUSTMENT	Total Points	Current Pay
Administration	**Town Administrator/Building Official**	6.96	2.78	0.00	0.00	0.00	7.00	2.80	2.80	0.70	3.00	0.75	0.63	0.06	0.00	27.48	$43,200
Administration	**Treasurer/Finance Director/Office Manager**	4.05	1.01	0.00	0.00	0.00	5.29	0.00	1.59	0.53	1.54	0.31	0.60	0.00	0.00	14.92	$32,000
Administration	**Recorder/Municipal Clerk**	2.35	0.47	0.00	0.00	0.00	2.41	0.00	0.24	0.00	1.34	0.27	0.60	0.00	0.00	7.68	$45,500
Administration	**Deputy Recorder**	1.21	0.12	0.00	0.00	0.00	1.61	0.00	0.00	0.08	1.03	0.21	0.60	0.00	0.00	4.86	$13,000

Recommended Review Process

1. Examine the internal relationships by department. Sort the spreadsheet by column "A"- Department and Column "Q"- Total Points. When sorted, examine to determine whether relationships are comfortably assigned within each department. If an argument is made which is plausible to the review team, make appropriate point changes in the factors to reflect the decision of the team. Be sure to document the justification. It may require a change in the content of the job description.

2. With the intra-departmental relationships set, the next exercise would be to examine the overall inter-departmental relationships. Using the filter, re-sort rows of the Points-Rank spreadsheet by column "Q"- total points from high to low. Have the team look at the cascading hierarchy. If any of the team is uncomfortable with a relationship and plausible argument can be made for a change, the team would next decide upon which factor for the job needs to be considered (it may be more than one).

3. If these two levels of review do not resolve all the relationships issues or questions or challenges, further refine the examination by looking at each primary factor, one at a time. Use the filters or select rows and then sort the list according to the column or factor you wish to review. If you want to examine Factor II-KSA's, sort the list by column "G" in desending order. With the list sorted, go through the job list and determine if there is a defensible and logical relationship. Which jobs should be scored higher than other jobs, which should be the same or similar? If the team believes certain jobs should be valued differently on a particular factor then justification needs to be determined and changes made in the job description to support the change.

Is it possible that some jobs have been overvalued or undervalued by the consultant? No doubt. The job valuation results are perceptually driven. They can also be philosophically driven or driven by specific organizational objectives or personal agenda. The key to fairness and equity rests in the ability of the team to remove people from the position, remove personal agendas and eliminate historical prejudice. The anchor to the quality of the job valuation system is the accuracy of the job description, which should be accepted as the control document for the entire equity review. If employees, supervisors and department heads have signed off on a job description the equity review should be relatively smooth. If a department head or supervisor is attempting to use a job valuation to recognize performance, employee contribution or promote "cronyism", it should be viewed as a ruse or abuse. The integrity of the system depends upon using the appropriate criteria for internal equity management.

Fairfield Compensation Study 2026

Survey Data

			Eval Points	Range Minimum	Range Midpoint	Range Maximum	Actual Average	Range %	Last Update
125	SOUTH JORDAN	CITY MANAGER	**27.48**	$232,690	$232,690	$232,690	$239,678	**0.0%**	06/30/2026
125	OREM	CITY MANAGER	**27.48**	$224,994	$274,997	$325,000	$234,998	**44.4%**	04/29/2026
125	TOOELE COUNTY	COUNTY MANAGER	**27.48**	$199,992	$236,038	$272,085	$206,482	**36.0%**	12/23/2025
125	HEBER CITY	CITY MANAGER	**27.48**	$190,174	$223,590	$257,005	$213,824	**35.1%**	01/28/2026
125	WEST JORDAN	CHIEF ADMINISTRATIVE OFFICER	**27.48**	$183,602	$221,853	$260,104	$251,368	**41.7%**	08/28/2025
125	PROVO	CHIEF ADMINISTRATIVE OFFICER	**27.48**	$170,435	$210,205	$249,974	$231,837	**46.7%**	08/28/2025
125	EAGLE MOUNTAIN	CITY ADMINISTRATOR	**27.48**	$170,227	$212,784	$255,341	$222,581	**50.0%**	08/28/2025
125	DRAPER	CITY MANAGER	**27.48**	$164,570	$219,430	$274,290	$234,146	**66.7%**	11/07/2025
125	HERRIMAN	CITY MANAGER	**27.48**	$162,802	$203,455	$244,109	**$203,455**	**49.9%**	08/06/2025
125	BLUFFDALE	CITY MANAGER	**27.48**	$153,525	$188,833	$224,141	$188,843	**46.0%**	11/05/2025
125	RIVERTON	CITY MANAGER	**27.48**	$150,779	$198,390	$246,002	$192,816	**63.2%**	10/28/2025
125	KAYSVILLE	CITY MANAGER	**27.48**	$148,221	$174,158	$200,096	$185,474	**35.0%**	10/10/2025
125	MIDVALE	CITY MANAGER	**27.48**	$146,266	$190,310	$234,354	$211,286	**60.2%**	01/08/2026
125	HOLLADAY	CITY MANAGER	**27.48**	$145,190	$181,493	$217,796	$203,100	**50.0%**	Aged 1@3%
125	PAYSON	CITY MANAGER	**27.48**	$141,805	$184,354	$226,902	$194,316	**60.0%**	Aged 1@3%
125	HIGHLAND	CITY ADMINISTRATOR	**27.48**	$140,213	$175,271	$210,330	$175,261	**50.0%**	04/15/2026
125	LEHI	CITY ADMINISTRATOR	**27.48**	$139,859	$209,789	$279,718	$242,653	**100.0%**	10/27/2025
125	CENTERVILLE	CITY MANAGER	**27.48**	$136,989	$167,128	$197,267	$176,842	**44.0%**	06/01/2026
125	RIVERDALE	CITY ADMINISTRATOR	**27.48**	$134,638	$175,552	$216,466	$211,786	**60.8%**	09/05/2025
125	SALEM	CITY/COUNTY MANAGER	**27.48**	$133,120	$171,600	$210,080	**$171,600**	**57.8%**	04/06/2026
325	HEBER CITY	BUILDING OFFICIAL	**27.48**	$132,621	$140,566	$148,512	$135,803	**12.0%**	07/10/2025
125	ALTA	TOWN MANAGER	**27.48**	$131,393	$157,681	$183,968	$131,393	**40.0%**	Aged 1@3%
125	ENOCH	CITY MANAGER	**27.48**	$130,922	$147,215	$163,508	$153,460	**24.9%**	Aged 1@3%
125	SANTAQUIN	CITY MANAGER	**27.48**	$129,126	$159,141	$189,155	$170,435	**46.5%**	10/07/2025
125	LINDON	CITY ADMINISTRATOR	**27.48**	$128,794	$160,857	$192,920	$187,990	**49.8%**	02/06/2026
125	CEDAR HILLS	CITY/COUNTY MANAGER	**27.48**	$128,440	$169,333	$210,226	**$169,333**	**63.7%**	07/21/2025
125	WASHINGTON TERRACE	CITY MANAGER	**27.48**	$124,862	$151,580	$178,298	$172,702	**42.8%**	08/14/2025
125	NEPHI	CITY ADMINISTRATOR	**27.48**	$124,738	$138,570	$152,402	$152,402	**22.2%**	04/22/2026
125	CLINTON	CITY MANAGER/RECORDER	**27.48**	$123,781	$152,048	$180,315	$126,610	**45.7%**	06/18/2026
125	VINEYARD	CITY/COUNTY MANAGER	**27.48**	$123,081	$153,856	$184,632	$168,307	**50.0%**	Aged 1@3%
125	UTAH COUNTY	COUNTY ADMINISTRATOR(1289)	**27.48**	$122,533	$142,210	$161,886	$151,008	**32.1%**	04/08/2026
125	SPRINGVILLE	CITY ADMINISTRATOR	**27.48**	$120,536	$168,688	$216,840	$204,443	**79.9%**	07/22/2025
125	GRANTSVILLE	CITY/COUNTY MANAGER	**27.48**	$119,890	$125,342	$130,795	**$125,342**	**9.1%**	Aged 3@3%
125	EPHRAIM	CITY MANAGER	**27.48**	$109,408	$137,270	$165,131	$131,997	**50.9%**	04/01/2026
125	WEST HAVEN	CITY/COUNTY MANAGER	**27.48**	$102,024	$119,028	$136,032	$127,077	**33.3%**	Aged 3@3%
325	OREM	CHIEF BUILDING OFFICIAL	**27.48**	$100,006	$149,999	$199,992	$125,424	**100.0%**	04/29/2026
325	DRAPER	CHIEF BUILDING OFFICIAL	**27.48**	$98,925	$131,893	$164,861	$127,982	**66.7%**	11/07/2025
325	GRANTSVILLE	BUILDING OFFICIAL	**27.48**	$98,102	$107,907	$117,713	**$107,907**	**20.0%**	Aged 3@3%
325	HERRIMAN	BUILDING OFFICIAL	**27.48**	$98,093	$122,616	$147,139	**$122,616**	**50.0%**	08/06/2025
325	PROVO	CHIEF BUILDING OFFICIAL	**27.48**	$95,118	$113,121	$131,123	$115,898	**37.9%**	09/23/2025
325	SOUTH JORDAN	CHIEF BUILDING OFFICIAL	**27.48**	$93,517	$119,818	$146,120	$149,365	**56.3%**	06/30/2026
325	WEST JORDAN	BUILDING OFFICIAL	**27.48**	$92,290	$111,873	$131,456	$120,224	**42.4%**	08/28/2025
325	BLUFFDALE	CHIEF BUILDING OFFICIAL	**27.48**	$91,541	$112,590	$133,640	$112,590	**46.0%**	11/05/2025
325	MIDVALE	BUILDING OFFICIAL	**27.48**	$91,499	$116,615	$141,731	$117,146	**54.9%**	01/08/2026
325	WEST HAVEN	CHIEF BUILDING OFFICIAL	**27.48**	$90,688	$99,190	$107,692	$102,024	**18.8%**	Aged 3@3%
325	UTAH COUNTY	BUILDING OFFICIAL(2042)	**27.48**	$90,584	$105,154	$119,725	$119,725	**32.2%**	04/08/2026
325	LEHI	CHIEF BUILDING OFFICIAL	**27.48**	$87,838	$109,793	$131,747	$129,771	**50.0%**	10/06/2025
325	TOOELE	BUILDING OFFICAL	**27.48**	$87,568	$108,836	$130,104	$122,616	**48.6%**	06/19/2026
325	VINEYARD	CHIEF BUILDING OFFICIAL	**27.48**	$87,560	$109,445	$131,329	$125,288	**50.0%**	Aged 1@3%
325	RIVERTON	CHIEF BUILDING OFFICIAL	**27.48**	$87,256	$114,806	$142,355	$127,234	**63.1%**	10/28/2025
325	KAYSVILLE	BUILDING OFFICIAL	**27.48**	$85,842	$100,859	$115,877	$114,088	**35.0%**	10/10/2025
325	FARR WEST	CHIEF BUILDING OFFICIAL	**27.48**	$84,198	$103,750	$123,302	$123,302	**46.4%**	01/22/2026
325	LINDON	CHIEF BLDG OFFICIAL	**27.48**	$83,741	$104,562	$125,382	$116,002	**49.7%**	02/06/2026
325	EAGLE MOUNTAIN	CHIEF BUILDING OFFICIAL	**27.48**	$82,867	$103,584	$124,301	$104,998	**50.0%**	08/28/2025
325	HOLLADAY	BUILDING OFFICIAL	**27.48**	$82,268	$100,778	$119,289	$96,408	**45.0%**	Aged 1@3%
325	SANTAQUIN	BUILDING OFFICIAL	**27.48**	$79,518	$97,708	$115,898	$115,752	**45.7%**	10/07/2025
325	CLINTON	CHIEF BLDG INSPECTOR	**27.48**	$77,854	$95,638	$113,422	$82,638	**45.7%**	01/22/2026
325	HIGHLAND	BUILDING OFFICIAL	**27.48**	$77,210	$96,512	$115,814	$103,230	**50.0%**	04/15/2026
325	SALEM	CHIEF BUILDING OFFICIAL	**27.48**	$76,960	$89,440	$101,920	**$89,440**	**32.4%**	04/06/2026
325	RIVERDALE	BUILDING OFFICIAL	**27.48**	$74,838	$97,677	$120,515	$120,515	**61.0%**	09/05/2025
325	SPRINGVILLE	CHIEF BUILDING INSPECTOR	**27.48**	$74,235	$95,420	$116,605	**$95,420**	**57.1%**	07/22/2025
325	PAYSON	CHIEF BUILDING OFFICIAL	**27.48**	$69,714	$90,634	$111,555	$87,838	**60.0%**	Aged 1@3%
780	OREM	CHIEF FINANCIAL OFFICER	**14.92**	$150,010	$200,002	$249,995	$186,722	**66.7%**	04/29/2026
780	SOUTH JORDAN	CHIEF FINANCIAL OFFICER	**14.92**	$138,154	$177,008	$215,862	$185,848	**56.2%**	06/30/2026
780	UTAH COUNTY	CHIEF FINANCIAL OFFICER(1224)	**14.92**	$134,451	$156,062	$177,674	$173,597	**32.1%**	04/08/2026
780	HERRIMAN	FINANCE DIRECTOR	**14.92**	$126,339	$157,924	$189,509	**$157,924**	**50.0%**	08/06/2025
780	HIGHLAND	FINANCE DIRECTOR	**14.92**	$123,115	$153,889	$184,662	$137,738	**50.0%**	04/15/2026
780	PAYSON	FINANCE DIRECTOR/CITY RECORDER	**14.92**	$121,988	$158,580	$195,173	$174,777	**60.0%**	Aged 1@3%
780	LEHI	FINANCE DIRECTOR	**14.92**	$121,618	$152,027	$182,437	$177,341	**50.0%**	08/04/2025
780	PROVO	DIVISION DIRECTOR - FINANCE	**14.92**	$121,118	$149,386	$177,653	$168,189	**46.7%**	08/28/2025
780	DRAPER	FINANCE DIRECTOR	**14.92**	$119,704	$159,598	$199,493	$179,026	**66.7%**	11/07/2025
780	KAYSVILLE	FINANCE/ADMINISTRATIVE SERVICES DIRECTOR	**14.92**	$116,397	$136,770	$157,144	$123,011	**35.0%**	10/10/2025
780	HOLLADAY	FINANCE DIRECTOR	**14.92**	$114,747	$143,434	$172,120	$123,188	**50.0%**	Aged 1@3%
780	MIDVALE	FINANCE DIRECTOR	**14.92**	$114,404	$148,982	$183,561	$156,267	**60.4%**	Aged 1@3%
780	SPRINGVILLE	ASSISTANT CITY ADMINISTRATOR / FINANCE DIRECTOR	**14.92**	$113,818	$159,193	$204,568	$191,214	**79.7%**	07/25/2025
780	CENTERVILLE	FINANCE DIRECTOR	**14.92**	$112,528	$137,280	$162,032	$136,864	**44.0%**	06/01/2026
780	TOOELE	FINANCE DIRECTOR	**14.92**	$110,302	$137,103	$163,904	$137,155	**48.6%**	06/19/2026
780	CEDAR HILLS	FINANCE DIRECTOR	**14.92**	$108,950	$144,466	$179,982	**$144,466**	**65.2%**	07/21/2025
780	HEBER CITY	FINANCE DIRECTOR	**14.92**	$105,227	$126,266	$147,306	$132,621	**40.0%**	07/10/2025
780	WASHINGTON TERRACE	BUDGET OFFICER/FINANCE DIRECTOR	**14.92**	$104,832	$127,535	$150,238	$150,238	**43.3%**	08/14/2025
780	CLINTON	FINANCE DIRECTOR	**14.92**	$104,562	$128,440	$152,318	$119,995	**45.7%**	01/23/2026
780	SANTAQUIN	FINANCE DIRECTOR	**14.92**	$104,062	$128,180	$152,298	$121,763	**46.4%**	02/06/2026
780	SALEM	FINANCE DIRECTOR	**14.92**	$101,920	$135,200	$168,480	**$135,200**	**65.3%**	04/06/2026
780	HARRISVILLE	FINANCE DIRECTOR	**14.92**	$99,777	$121,535	$143,294	$121,535	**43.6%**	Aged 4@3%
780	NEPHI	FINANCE DIRECTOR/ASSISTANT CITY ADMINISTRATOR	**14.92**	$96,678	$108,337	$119,995	$96,678	**24.1%**	04/22/2026
780	LINDON	FINANCE DIRECTOR	**14.92**	$93,246	$128,710	$164,174	$128,461	**76.1%**	02/06/2026
145	GRANTSVILLE	TREASURER/HR MANAGER	**14.92**	$90,688	$94,157	$97,626	$97,626	**7.7%**	Aged 3@3%
145	WEST JORDAN	CITY TREASURER	**14.92**	$90,043	$109,169	$128,294	$120,515	**42.5%**	08/28/2025
780	VINEYARD	FINANCE DIRECTOR	**14.92**	$88,931	$111,169	$133,407	$115,175	**50.0%**	Aged 1@3%
145	RIVERTON	CITY TREASURER	**14.92**	$87,256	$114,806	$142,355	$114,400	**63.1%**	10/28/2025
780	EAGLE MOUNTAIN	FINANCE DIRECTOR	**14.92**	$86,840	$108,555	$130,270	$89,003	**50.0%**	08/28/2025
145	MIDVALE	CITY TREASURER	**14.92**	$83,138	$105,997	$128,856	$97,698	**55.0%**	01/08/2026

The "blue" survey regression rate is the predicted rate based upon the statistical analysis for an growth curve for the sample data for this job. In this instance the regression rate is within the +/-2 guideline and suggests that the level 27.33 is RELIABLY ACCURAGE. If a "parity" position is desired, then adjustments can be made to the market data or to the job valuation to manage the pay objective.

TOWN ADMINISTRATOR *Point Factor Market Reconciliation*			
Pay Objective	**SDev**	**Count**	**StError**
$120,356	$37,775	62	$4,797
Regression Rate	**$ Difference**		**Error Ratio**
$118,172	**-$2,184**		**-0.46**
Comparable? Competitive Edge? Trendsetter?			
Average	**Percentile**		
$120,356	**50th** **$121,534**		

The **standard error** is a reliability value; a statement about the degree of agreement among the survey sample group with respect to the starting base pay for the job. The smaller the standard error the greater the agreement. Low or small standard errors suggest a greater need to establish pay rates to compete. This is also a +/- value. In this example for the City Manager, the survey group average starting rate of $120,356 is accurate +/- $4,797. Theoretically, you would be looking to establish a starting rate that falls between $115,559 and $125,153. If your philosophy is to move toward the cutting edge, you would use the upper value. If you strive to be more conservative but still comparable, you would use the lower value.

$115,559 $120,356 $125,153

The **error ratio** is a measurement of accuracy for the assigned pay level. It is calculated by **dividing** the dollar **difference** between the city's minimum regression pay rate for the pay level and the market average minimum, **by the standard error**. It is also a measure of tolerance. **The closer the error ratio is to zero, the more in line with the survey group average is the assigned pay level**. Typically, a value of +/- 2 can keep the position within a competitive threshold. Positive error ratios that exceed +2 indicate the job may be over valued. Negative error ratios below -2 indicate the job may be undervalued. Small or low standard errors produce larger error ratios; raising the "red flag" that the pay for the job needs to be examined and considered for an adjustment. It the analysis we are looking at both the market trend and the city's current starting rate for the City Manager.

145	ENOCH	CITY TREASURER	**14.92**	$82,035	$87,786	$93,538	$92,602	**14.0%**	07/30/2025
145	LEHI	CITY TREASURER	**14.92**	$81,744	$102,180	$122,616	$122,533	**50.0%**	10/06/2025
780	EPHRAIM	FINANCE DIRECTOR	**14.92**	$81,078	$100,994	$120,910	$98,634	**49.1%**	04/01/2026
145	SOUTH JORDAN	CITY TREASURER	**14.92**	$80,787	$103,511	$126,235	$102,440	**56.3%**	06/30/2026
145	MAPLETON	CITY TREASURER	**14.92**	$78,368	$83,516	$88,665	$79,300	**13.1%**	Aged 4@3%
145	HERRIMAN	CITY TREASURER	**14.92**	$76,835	$96,054	$115,274	**$96,054**	**50.0%**	08/06/2025
145	CENTERVILLE	TREASURER	**14.92**	$75,587	$92,217	$108,846	$86,070	**44.0%**	06/01/2026
145	OREM	TREASURY MANAGER	**14.92**	$75,005	$124,998	$174,990	$129,626	**133.3%**	04/29/2026
145	DRAPER	CITY TREASURER	**14.92**	$74,318	$99,091	$123,864	$107,432	**66.7%**	11/07/2025
145	SPRINGVILLE	CITY TREASURER	**14.92**	$74,235	$95,420	$116,605	$106,912	**57.1%**	07/22/2025
145	SALEM	CITY TREASURER	**14.92**	$72,800	$84,240	$95,680	**$84,240**	**31.4%**	04/06/2026
145	CLINTON	CITY TREASURER	**14.92**	$70,574	$86,694	$102,814	$98,821	**45.7%**	01/23/2026
145	HARRISVILLE	CITY TREASURER	**14.92**	$69,329	$70,319	$71,309	$74,384	**2.9%**	Aged 4@3%
145	EAGLE MOUNTAIN	CITY TREASURER	**14.92**	$69,326	$86,663	$104,000	$79,997	**50.0%**	08/28/2025
145	LINDON	TREASURER	**14.92**	$67,496	$84,302	$101,109	$88,795	**49.8%**	02/06/2026
145	PAYSON	CITY TREASURER	**14.92**	$65,450	$80,254	$95,058	$85,118	**45.2%**	Aged 1@3%
145	NEPHI	TREASURER I	**14.92**	$63,170	$69,909	$76,648	$73,882	**21.3%**	04/21/2026
145	WASHINGTON TERRACE	CITY TREASURER/HR	**14.92**	$62,629	$76,357	$90,085	$76,835	**43.8%**	08/14/2025
145	VINEYARD	CITY TREASURER	**14.92**	$58,295	$72,874	$87,453	$74,063	**50.0%**	Aged 1@3%
145	SANTAQUIN	CITY TREASURER/UTILITY BILLING CLERK	**14.92**	$57,803	$70,626	$83,450	$64,501	**44.4%**	10/07/2025
145	HEBER CITY	CITY TREASURER	**14.92**	$56,638	$67,964	$79,290	$87,318	**40.0%**	07/10/2025
145	HIGHLAND	CITY TREASURER	**14.92**	$55,162	$66,196	$77,230	$63,898	**40.0%**	04/15/2026
145	EPHRAIM	TREASURER	**14.92**	$46,821	$57,543	$68,266	$53,040	**45.8%**	04/01/2026
130	MIDVALE	HR DIRECTOR/CITY RECORDER	**7.68**	$113,734	$148,106	$182,478	$172,557	**60.4%**	01/08/2026
130	OREM	CITY RECORDER	**7.68**	$100,006	$149,999	$199,992	$103,085	**100.0%**	04/29/2026
130	TOOELE	CITY RECORDER/PURCHASING AGENT	**7.68**	$94,557	$117,541	$140,525	$122,325	**48.6%**	06/19/2026
130	SOUTH JORDAN	CITY RECORDER	**7.68**	$93,517	$119,818	$146,120	$110,053	**56.3%**	06/30/2026
130	GRANTSVILLE	CITY RECORDER	**7.68**	$87,197	$89,928	$92,660	**$89,928**	**6.3%**	Aged 3@3%
130	HERRIMAN	CITY RECORDER	**7.68**	$86,819	$108,493	$130,166	**$108,493**	**49.9%**	08/06/2025
130	ALTA	TOWN CLERK	**7.68**	$83,939	$100,725	$117,511	$91,952	**40.0%**	Aged 1@3%
130	RIVERTON	CITY RECORDER	**7.68**	$80,621	$103,355	$126,090	$106,018	**56.4%**	10/28/2025
130	HOLLADAY	CITY RECORDER	**7.68**	$79,097	$96,901	$114,704	$102,707	**45.0%**	Aged 1@3%
130	PROVO	CITY RECORDER	**7.68**	$78,250	$93,059	$107,869	$86,382	**37.9%**	08/28/2025
130	SPRINGVILLE	CITY RECORDER	**7.68**	$77,958	$107,006	$136,053	$92,269	**74.5%**	07/22/2025
130	EAGLE MOUNTAIN	ADMINISTRATIVE SERVICES DIRECTOR/CITY RECORDER	**7.68**	$77,750	$97,188	$116,626	$95,306	**50.0%**	08/28/2025
130	WEST JORDAN	CITY RECORDER	**7.68**	$77,584	$94,089	$110,594	$117,312	**42.5%**	08/28/2025
130	CEDAR HILLS	CITY RECORDER	**7.68**	$76,003	$105,050	$134,098	**$105,050**	**76.4%**	07/21/2025
130	DRAPER	CITY RECORDER	**7.68**	$74,318	$99,091	$123,864	$93,870	**66.7%**	11/07/2025
130	BLUFFDALE	CITY RECORDER	**7.68**	$70,678	$86,934	$103,189	$67,642	**46.0%**	11/05/2025
130	LEHI	CITY RECORDER	**7.68**	$70,096	$87,610	$105,123	$97,011	**50.0%**	10/06/2025
130	FARR WEST	CITY RECORDER	**7.68**	$69,077	$85,654	$102,232	**$85,654**	**48.0%**	01/22/2026
130	SALEM	CITY RECORDER	**7.68**	$68,640	$79,040	$89,440	**$79,040**	**30.3%**	09/18/2025
130	LINDON	RECORDER	**7.68**	$67,496	$84,302	$101,109	$86,528	**49.8%**	02/06/2026
130	HARRISVILLE	CITY RECORDER	**7.68**	$67,232	$81,454	$95,677	$81,466	**42.3%**	Aged 4@3%
130	WEST HAVEN	CITY RECORDER	**7.68**	$62,348	$68,016	$73,684	$69,331	**18.2%**	Aged 3@3%
130	HIGHLAND	CITY RECORDER	**7.68**	$60,986	$76,232	$91,478	$86,070	**50.0%**	04/15/2026
130	PAYSON	FINANCE DIRECTOR/CITY RECORDER	**7.68**	$57,845	$75,198	$92,552	$79,055	**60.0%**	Aged 1@3%
130	VINEYARD	CITY RECORDER	**7.68**	$57,138	$71,417	$85,696	$84,089	**50.0%**	Aged 1@3%
130	EPHRAIM	CITY RECORDER	**7.68**	$54,371	$67,080	$79,789	$68,058	**46.7%**	04/01/2026
130	ENOCH	RECORDER	**7.68**	$44,557	$47,981	$51,405	$49,246	**15.4%**	Aged 1@3%
160	HERRIMAN	DEPUTY RECORDER	**4.86**	$60,174	$75,213	$90,251	**$75,213**	**50.0%**	08/06/2025
160	SOUTH JORDAN	DEPUTY CITY RECORDER	**4.86**	$59,800	$72,956	$86,112	$72,072	**44.0%**	06/30/2026
160	MIDVALE	DEPUTY RECORDER	**4.86**	$59,530	$74,360	$89,190	$77,376	**49.8%**	02/18/2026
160	CLINTON	DEPUTY RECORDER	**4.86**	$57,200	$70,262	$83,325	$73,674	**45.7%**	01/23/2026
160	WEST JORDAN	DEPUTY CITY RECORDER	**4.86**	$56,139	$68,099	$80,059	$57,720	**42.6%**	08/28/2025
160	DRAPER	DEPUTY CITY RECORDER	**4.86**	$53,144	$70,886	$88,629	$68,266	**66.8%**	11/07/2025
160	TOOELE	DEPUTY RECORDER/CITY COUNCIL LIASION	**4.86**	$51,938	$64,553	$77,168	$54,038	**48.6%**	06/19/2026
160	PAYSON	ADMINISTRATIVE ASSISTANT/DEPUTY RECORDER	**4.86**	$47,128	$56,819	$66,510	$60,290	**41.1%**	Aged 4@3%
160	FARR WEST	DEPUTY CITY CLERK	**4.86**	$45,094	$55,858	$66,622	$53,955	**47.7%**	01/22/2026
160	HARRISVILLE	DEPUTY CITY RECORDER	**4.86**	$45,054	$54,874	$64,693	$54,862	**43.6%**	Aged 4@3%
160	EAGLE MOUNTAIN	DEPUTY RECORDER/BUSINESS LICENSES	**4.86**	$44,512	$55,640	$66,768	$45,739	**50.0%**	08/28/2025
160	VINEYARD	DEPUTY CITY RECORDER	**4.86**	$42,205	$52,757	$63,308	$51,718	**50.0%**	Aged 1@3%
160	WEST HAVEN	DEPUTY CITY RECORDER	**4.86**	$41,943	$56,113	$70,283	$58,448	**67.6%**	Aged 3@3%
160	WILLARD	DEPUTY RECORDER/TREASURER/PLANNING COMMISSION SECI	**4.86**	$37,973	$45,568	$54,681	$45,568	**44.0%**	02/06/2026
			R=	**0.608**	**0.592**	**0.567**	**0.616**	**47.96%**	

Fairfield Current Practices

			Eval Points	Range Minimum	Range Midpoint	Range Maximum	Actual Average	Range %	Last Update
125	FAIRFIELD	TOWN ADMINISTRATOR / BUILDING OFFICIAL	**27.33**	$0	$0	$0	$43,202		07/03/2026
160	FAIRFIELD	DEPUTY RECORDER	**4.86**	$0	$0	$0	$52,000		07/03/2026
130	FAIRFIELD	RECORDER/MUNICIPAL CLERK	**7.68**	$0	$0	$0	$52,000		07/03/2026
145	FAIRFIELD	TREASURER/FINANCE DIRECTOR/OFFICE MANAGER	**14.92**	$0	$0	$0	$52,000		07/03/2026
			R=				**-0.906**		

Fairfield Compensation Study 2026
Regression Results

Points Eval	SURVEY Minimum	SURVEY Midpoint	SURVEY Maximum	FAIRFIELD A=Current Actual	POSTION
27.48	$118,172	$145,575	$172,413	$43,200	Town Administrator/Building Official
14.92	$83,730	$103,652	$123,259	$32,000	Treasurer/Finance Director/Office Manager
7.68	$68,658	$85,235	$101,594	$45,500	Recorder/Municipal Clerk
4.86	$63,545	$78,973	$94,216	$13,000	Deputy Recorder

Fairfield Compensation Study 2026

Competitive Objective -10.00% 0.00% COLA

	Hourly Pay Rates				Bi-Weekly			Annual Pay Rates					
		Pay Range			Pay Range					Pay Range			RANGE
	Pay Value	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum		Pay Value	Minimum	Midpoint	Maximum	50.0%
Town Administrator/Building Official	**27.48**	$51.13	$63.91	$76.70	$4,091	$5,113	$6,136	Town Administrator/Building Official	**27.48**	$106,354	$132,943	$159,532	50.0%
Treasurer/Finance Director/Office Manager	**14.92**	$36.23	$45.29	$54.34	$2,898	$3,623	$4,348	Treasurer/Finance Director/Office Manager	**14.92**	$75,357	$94,196	$113,035	50.0%
Recorder/Municipal Clerk	**7.68**	$29.71	$37.13	$44.56	$2,377	$2,971	$3,565	Recorder/Municipal Clerk	**7.68**	$61,792	$77,240	$92,689	50.0%
Deputy Recorder	**4.86**	$27.50	$34.37	$41.24	$2,200	$2,750	$3,299	Deputy Recorder	**4.86**	$57,190	$71,488	$85,785	50.0%

Fairfield Compensation Study 2026

Compression Adjustment - Organization Reset

Implementation Options

CURRENT						PROPOSED								Compa	Position Date	Time In Position	T.I.P. Adjustment	Total Yrs. Exper.	Qualified Experience Adjustment	Formula Annual Pay	Proposed Annual Pay	$$ Difference	%% Difference	Compa-Ratio
NAME	DEPARTMENT	POSITION	STATUS	HOURLY	SALARY	POSITION	JOB VALUE	MINIMUM	MIDPOINT	MAXIMUM	SALARY	$DIFF	%DIFF	Ratio		7/1/2026	1.00%							
Hollie McKinney	ADMINISTRATION	Mayor	2080	NA	$6,000						$6,000	$0	0.0%											
Hollie McKinney	ADMINISTRATION	Town Administrator/Building Official	2080	$ 20.77	$43,200	**Town Administrator/Building Official**	27.48	$106,354	$132,943	$159,532	$106,354	$63,154	146.2%	80.00%	1/1/2023	3	3.00%	3	3.00%	$109,545	$109,545	$66,345	153.58%	82.40%
Codi Butterfield	ADMINISTRATION	Treasurer/Finance Director/Office Manager	1300	$ 25.00	$32,500	**Treasurer/Finance Director/Office Manager**	14.92	$47,098	$58,872	$70,647	$47,098	$14,598	44.9%	80.00%	8/1/2024	1	1.00%	1	1.00%	$47,569	$47,569	$15,069	46.37%	80.80%
Stephanie Shelley	ADMINISTRATION	Recorder/Municipal Clerk	1820	$ 25.00	$45,500	**Recorder/Municipal Clerk**	7.68	$54,068	$67,585	$81,103	$54,068	$8,568	18.8%	80.00%	1/1/2019	7	7.00%	7	7.00%	$57,853	$57,853	$12,353	27.15%	85.60%
Vonda Cook	ADMINISTRATION	Deputy Recorder	520	$ 25.00	$13,000	**Deputy Recorder**	4.86	$14,298	$17,872	$21,446	$14,298	$1,298	10.0%	80.00%	1/1/2012	14	14.00%	14	14.00%	$16,299	$16,299	$3,299	25.38%	91.20%
		Total Base Salary:			$134,200			Proposed Total Base Salary		$221,818		$87,618	55.0%							Proposed Total Base Salary	$231,266	$97,066	63.1%	
								Annual Budget Increase		$87,618										Annual Budget Increase	$97,066			
								% Increase to Budget		65.29%										% Increase to Budget	72.33%			