



MEETING NOTICE AND AGENDA

Notice is hereby given that the Kaysville City Council will hold a regular council meeting on Thursday, February 3, 2022, starting at 7:00 P.M. in the **Council Chambers in Kaysville City Hall at 23 East Center Street, Kaysville, UT.**

The meeting will be streamed on YouTube, and the link to the meeting will be posted on www.KaysvilleLive.com. For those wishing to direct comments to the City Council can do so in-person, or email comments to publiccomment@kaysvillecity.com. Emailed comments will NOT be read out-loud at the meeting. Members wishing to speak during an Action Items or during Call to the Public must sign-up in person before the meeting to speak.

CITY COUNCIL Q&A – 6:30 P.M.

The City Council will be available to answer questions or discuss any matters the public may have.

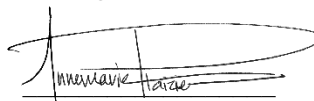
CITY COUNCIL MEETING – 7:00 P.M.

The agenda shall be as follows:

1. OPENING
 - a. Provided by Council Member Perry Oaks.
2. CALL TO THE PUBLIC (3 MINUTE LIMIT, MUST SIGN UP IN PERSON)
3. PRESENTATIONS AND AWARDS
 - a. Utah Recognition Award.
 - b. Approval Voting Presentation – Nate Allen, Utah Approves.
4. DECLARATION OF ANY CONFLICTS OF INTEREST
5. CONSENT ITEMS
 - a. Approval of Minutes of January 6, 2022.
 - b. Approval of Minutes of the joint work session of January 20, 2022.
 - c. Appointment of Patti Cook, Michelle Barber, Desirae Carnahan and David Moore as Parks and Recreation Advisory Board Members.
 - d. Appointment of Paul Allred as a Planning Commission Alternate.
6. WORK ITEMS
 - a. Police Salary Discussion.
7. COUNCIL MEMBER REPORTS
8. CITY MANAGER REPORT
9. ADJOURNMENT

Kaysville City is dedicated to a policy of non-discrimination in admission to, access to, or operations of its programs, services, or activities. If you need special assistance due to a disability, please contact the Kaysville City Offices at (801) 546-1235 at least 24 hours in advance of the meeting to be held.

I hereby certify that I posted a copy of the foregoing Notice and Agenda and emailed copies to media representatives on January 28, 2022.


Annemarie Plaizier
City Recorder

KAYSVILLE CITY COUNCIL
January 6, 2022

Minutes of a regular Kaysville City Council meeting held on January 6, 2022 at 7:00 p.m. in the Council Chambers in Kaysville City Hall at 23 East Center Street, Kaysville, UT.

Council Members present: Mayor Tamara Tran, Council Member John Swan Adams, Council Member Mike Blackham, Council Member Abbigayle Hunt, Council Member Nate Jackson and Council Member Perry Oaks

Others Present: City Manager Shayne Scott, City Attorney Nic Mills, City Recorder Annemarie Plaizier, Information Systems Manager Ryan Judd, Assistant Finance Director Levi Ball, Development Specialist Dan Jessop, Sgt. Preston Benoit

OPENING

Council Member Adams opened the meeting with a prayer and led the audience in the pledge of allegiance.

CALL TO THE PUBLIC

Nothing was brought under this item.

DECLARATION OF ANY CONFLICTS OF INTEREST

Council Member Hunt stated that she had received a campaign contribution from Mr. Mike Larsen.

CONSENT ITEMS

Mayor Tran said that she is recommending that Council Member Mike Blackham be appointed as Mayor Pro-Tempore.

Council Member Adams made a motion to approve the following consent items:

- a. Appointment of Mayor Pro Tempore.
- b. Amendment #7 to Davis County Interlocal Agreement to provide Animal Control Services.

The motion was seconded by Council Member Oaks.

The vote on the motion was as follows:

Council Member Jackson, yea
Council Member Oaks, yea
Council Member Blackham, yea
Council Member Adams, yea
Council Member Hunt, yea

The motion passed unanimously.

ACTION ITEMS

PRELIMINARY PLAT APPROVAL FOR THE LARSEN SUBDIVISION LOCATED AT 482 EAST OAK LANE – MIKE LARSEN

Dan Jessop explained that the property located at 482 East Oak Lane is located in the R-1-8 zoning district which allows for development at a density of five units per acre. The owner of the property, Mike Larsen, has submitted a concept plan showing the layout of a proposed subdivision including two lots. One lot will contain the existing home facing Oak Lane, and the new lot is where a new single family home would be constructed facing 500 East. The total property includes 0.93 acres of land. The R-1-8 accommodates the proposed lot sizes allowing for minimum lot sizes of 8,000 square feet with a frontage of 70 feet. The density, lot size, frontage, and public street improvements shown on the preliminary plat comply with applicable ordinances. The Planning Commission has recommended approval with the provision that a pull-forward driveway be provided.

Council Member Blackham asked about 500 East and if this will cause the road to be narrowed at this location.

Dan Jessop responded that they are working with the city to widen the road and move the centerline over. Curb, gutter and sidewalk will be installed with the development of the property.

Council Member Adams asked about the pull-forward driveway.

Dan Jessop responded that the Planning Commission is recommending that a pull-forward driveway be installed because of how the road curves at this location.

Council Member Jackson commented that this area of 500 East can be dangerous at times and hard to see across because of the curve of the road, and suggested that maybe more signage on the road might help.

Council Member Hunt said that if some of the foliage were removed along this area it might also help with visibility.

Council Member Blackham made a motion to approve the Preliminary Plat for the Larsen Subdivision located at 482 East Oak Lane for Mike Larsen with the condition that a pull-forward driveway be required on Lot 2. The motion was seconded by Council Member Adams.

The vote on the motion was as follows:

Council Member Oaks, yea
Council Member Blackham, yea
Council Member Adams, yea
Council Member Hunt, yea
Council Member Jackson, nay

The motion passed with a vote of four to one.

WORK ITEMS

A DISCUSSION ABOUT FIBER PROJECT WITH FRUIT HEIGHTS

Shayne Scott explained that on September 16, 2021 the Kaysville City Council approved an American Recovery Plan Act (ARPA) funded fiber project, which would connect parks, water facilities, signal lights and much more to the existing city fiber ring. Additional funding became available through the State of Utah, a grant that Kaysville, in conjunction with Fruit Heights, applied for and subsequently were awarded. This 1.1 million dollars has allowed city staff to propose much more fiber work. Some of that additional work will be to create a north/south fiber backbone for fiber redundancy that can also connect parks, tanks, and other critical infrastructure for Fruit Heights. Kaysville will share some of this fiber to create an east side fiber ring, looping in our water tanks, and tie in other east side infrastructure. Connex has also committed to build out this municipal infrastructure at the current contracted pricing levels while they offer “Fiber to the Home” and other services of their choosing in Fruit Heights. A draft agreement between Fruit Heights and Kaysville will define terms of installation, ownership and maintenance.

Ryan Judd presented an overview of the proposed fiber project with Fruit Heights.

Council Member Jackson asked about the benefit of connecting fiber to critical infrastructure.

Ryan Judd responded that it would not only help to provide security but also access control. It will help to support our city’s facilities and infrastructure.

Shayne Scott added that it would allow us to be able to install more smart meters and allow the city to do more things remotely and be more efficient. This will be an important asset to us continuing in the future.

Council Member Hunt made a motion to move the consideration of a fiber project with Fruit Heights to an action item, seconded by Council Member Oaks.

The vote on the motion was as follows:

Council Member Blackham, yea
Council Member Adams, yea
Council Member Hunt, yea
Council Member Jackson, yea
Council Member Oaks, yea

The motion passed unanimously.

COUNCIL MEMBER REPORTS

Council Member Blackham said that the new Community Development Director, Melinda Greenwood, would be starting on Monday and we are looking forward to working with her.

Mayor Tran said that the Parks and Recreation Advisory Board are currently taking applications to fill three vacant seats on their board and interested residents had until January 19th to turn an application in.

CITY MANAGER REPORT

Shayne Scott congratulated the new council members and mayor for a successful oath of office ceremony tonight. Mr. Scott said that he had heard from many who attended express how incredible the night was, and it was a great first meeting for the council.

ADJOURNMENT

Council Member Blackham made a motion to adjourn the City Council meeting at 7:32 p.m., seconded by Council Member Adams and passed unanimously.

DRAFT

KAYSVILLE CITY COUNCIL
WORK SESSION
January 20, 2022

Minutes of a joint work session with the Kaysville City Council and the Kaysville Planning Commission held on January 20, 2022 at 5:00 p.m. in the Council Chambers in Kaysville City Hall at 23 East Center Street, Kaysville, UT.

Council Members present: Mayor Tamara Tran, Council Member Mike Blackham, Council Member Abbigayle Hunt, Council Member Nate Jackson and Council Member Perry Oaks

Planning Commission Members present: Toby Barrus, Cody Branch, Jared W. Doxey, Steve Lyon, Larry Page, Wilf Sommerkorn, and Joshua Sundloff (via phone)

Others Present: City Manager Shayne Scott, City Recorder Annemarie Plaizier, Information Systems Manager Ryan Judd, Community Development Director Melinda Greenwood, Business License Official Mindi Edstrom, Rachel Lott, Mark Lund, Keith Romney, Julie Romney

GENERAL PLAN DISCUSSION

Mayor Tran opened the meeting.

Shayne Scott explained that the purpose of the City Council and Planning Commission work session tonight was to give the opportunity to review and discuss the proposed updates to the city's General Plan.

Melinda Greenwood explained that State law states that the city must have a General Plan, but more than that, we want to have a General Plan because it shows that we care about our community and what happens with our city. We can use the Plan as a guide to show that we have a plan for our city in place and we can use it as we make decisions in the future. It is very beneficial that this proposed Plan has been based off citizen comments and what they want to see for the city.

Wilf Sommerkorn added that this is an advisory document. It doesn't stipulate exactly how things are to be developed. Our ordinances are in place to help provide the regulations that we want for certain areas and zones of the city.

Council Member Blackham said that he appreciates the data collected by our consultant has been included in the proposed General Plan but feels that the Plan is too long and complex. A frustration expressed by developers is that some cities have too complex of a General Plan. People get frustrated by the land use process when it is too complex. State House Bills want to take land use decisions away from cities. It is better to keep things like our General Plan more simple and easy to understand.

Mayor Tran said that a General Plan needs to be kept more generalized.

Council Member Hunt said she would like to see the executive summary simplified.

Melinda Greenwood commented that she has found that people will go to Staff to ask questions about the Plan, rather than reading plans themselves.

Council Member Oaks said that there are areas of the Plan that seems to conflict with itself.

Council Member Jackson said that some areas of the Plan seem to go in a direction contrary to another area. It's unclear what the goals of the city are. It's challenging to understand because the document is so large. Council Member Jackson said that he would also like to see the executive summary simplified. We need a document that we can reference easily to understand the vision of Kaysville.

The City Council suggested that the section of the Plan addressing the Parks and Recreation Master Plan be removed from the General Plan and put into its own document.

Mayor Tran asked if there was a way to shorten the Plan while still including the data.

Council Member Blackham said that he doesn't question the data within the Plan, but feels the executive summary could be written to be more robust. The executive summary could possibly be shorted to fifty pages, and still reference the complete Plan and the data within it. There is a better way to reformat the Plan. Council Member Blackham suggested removing Chapter 6.

Mayor Tran said that the amendment of the General Plan has been paid for through a grant and there is likely not enough money left to take this back to the consultant to revise at this point.

Wilf Sommerkorn commented that the consultants are likely not needed because we aren't looking for more research to be done. The proposed amendments as discussed would be more suitable for a professional writer to do an edit to the Plan and executive summary.

Council Member Blackham commented that just because we have spent money for this document doesn't mean this is the Plan that needs to be approved. Council Member Blackham added that there are areas within the plan that outlines specific numbers. We should keep this generalized and not be specific with numbers or the document. There are also areas where the Plan mentions the use of grants for funding, which is not something that needs to be stated in the General Plan.

Melinda Greenwood responded that while the Plan can be further condensed, it will likely still be a lengthy document, which is okay.

Steve Lyons commented that it seems that developers tend to refer more to zoning maps when considering development. This Plan gives an idea of what the community would like to see for the city over the next five to ten years.

Wilf Sommerkorn said that as things change over time and conditions change, it is good to have a more flexible Plan to continue to make changes to. Mr. Sommerkorn asked Council Member Blackham about wanting to remove Chapter 6.

Council Member Blackham responded that he feels that the chapter is redundant.

Josh Sundloff said that the data collected should be the controlling issue for the General Plan. There are things within the Plan that was included by the consultant based on their expertise and based off of their findings in Kaysville.

Shayne Scott said that Staff would have something for the Planning Commission to review at one of their upcoming meetings.

Council Member Blackham said that he would like to see the Planning Commission and City Council begin to meet on a quarterly basis.

The work session was adjourned at 6:27 p.m.

DRAFT

STAFF REPORT



COUNCIL MEETING DATE: February 3, 2022

TYPE OF ITEM: Consent
PRESENTED BY:

SUBJECT/AGENDA TITLE: Parks and Recreation Advisory Board Appointments

EXECUTIVE SUMMARY:

The Kaysville Parks and Recreation Advisory Board had a few member terms expire at the beginning of the year. Applications were received and the Mayor held interviews to fill those vacant board seats. Mayor Tran is proposing to appoint Patti Cook, Michelle Barber, Desirae Carnahan and David Moore as Parks and Recreation Board members.

The Parks and Recreation Advisory Board is composed of 7 members, all of whom must reside in the City for at least one year prior to their appointment. Board members serve a term of 4 years. The Board functions as a planning, advisory, and coordinating body for the City in matters pertaining to parks and recreation plans and programs. Their efforts are coordinated with the Parks and Recreation Department and all actions or proposed actions are submitted through City Staff and receive approval of the City Council prior to implementation. (KCC 12-5-5)

Council Options: Approve or reject

Recommendation: Approve

Attachments: None

STAFF REPORT



COUNCIL MEETING DATE: February 3, 2022

TYPE OF ITEM: Consent
PRESENTED BY:

SUBJECT/AGENDA TITLE: Planning Commission Alternate Appointment

EXECUTIVE SUMMARY:

In their January 20, 2022 meeting, the City Council approved Cody Branch as a Planning Commission member to fill Abbigayle Hunt's seat which was vacated when she was elected as a City Council Member. Mr. Branch was previously serving as a Planning Commission Alternate and with his new appointment it has created a vacant Planning Commission Alternate seat.

Mayor Tran recently accepted applications and held interviews for the position. Per Ordinance 17-4-1(2), Mayor Tran has chosen to appoint Paul Allred as a Planning Commission Alternate to serve the remainder of Mr. Branch's previous term (until 6/30/2024).

The Planning Commission consists of seven (7) members, all of whom must reside in the City for at least one year prior to their appointment. The term of office for each appointment member is three (3) years with no limit to the number of terms that they can be reappointed.

Council Options: Approve or reject

Recommendation: Approve

Attachments: None

STAFF REPORT



MEETING DATE:

TYPE OF ITEM:

PRESENTED BY:

COUNCIL OPTIONS:

RECOMMENDED OPTIONS:

FISCAL IMPACT & FUND SOURCE FOR RECOMMENDED ACTION:

ATTACHMENTS:





Kaysville Police Compensation Study

FEBRUARY 3, 2022

Survey – 34 Agencies

- ▶ The Positions Surveyed
 - ▶ Police Officer
 - ▶ Sergeant
 - ▶ Lieutenant
 - ▶ Command Staff (Deputy Chief, Assistant Chief, Chief Deputy)
 - ▶ Chief

Contents Of The Survey

- ▶ Effective Date
- ▶ Wage By Position
- ▶ Salary Increase By Position
- ▶ Ranking By Position
- ▶ Recruitment/Retention Incentives

Wage Increase Effective Date

- ▶ Farmington – January 2022
- ▶ Clearfield – December 2021
- ▶ Layton – September 2021
- ▶ Bountiful – January 2022
- ▶ Woods Cross – November 2021
- ▶ Clinton – December 2021
- ▶ North Salt Lake – December 2021
- ▶ Centerville – December 2021
- ▶ West Bountiful – January 2022
- ▶ Davis County – October 2021
- ▶ Sunset – Currently In Wage Study
- ▶ Syracuse – October 2021
- ▶ West Jordan – August 2021
- ▶ Riverton – October 2021
- ▶ South Jordan – July 2021
- ▶ Taylorsville – January 2022
- ▶ West Valley - July 2021
- ▶ Salt Lake City – July 2021
- ▶ Draper – July 2021
- ▶ Herriman – September 2021
- ▶ Provo – January 2022
- ▶ Park City – October 2021
- ▶ Ogden – November 2021
- ▶ Lehi – November 2021
- ▶ Cottonwood Heights – October 2021
- ▶ Roy – January 2022

Salary – Police Officer

- ▶ Kaysville - \$24.07 - \$41.30
- ▶ Farmington – \$25.04 – TBD
- ▶ Clearfield – \$26.00 - \$43.50
- ▶ Layton – \$24.44 - \$41.19
- ▶ Bountiful – \$24.90 – \$42.56
- ▶ Woods Cross – \$26.05 - \$42.21
- ▶ Davis County - \$23.99 - \$39.18
- ▶ North Salt Lake – \$27.60 - \$44.23
- ▶ Centerville - \$27.60 - \$49.46
- ▶ Cottonwood Heights - \$28.25 - \$42.68
- ▶ Riverton – \$27.26 - \$39.81
- ▶ South Jordan – \$27.04 - \$39.72
- ▶ Taylorsville – \$31.06 - \$42.00
- ▶ West Valley - \$27.15 - \$43.99
- ▶ Salt Lake City – \$26.93 - \$39.29
- ▶ Draper – \$21.42 - \$39.60
- ▶ Herriman – \$27.15 - \$39.11
- ▶ South Salt Lake - \$28.34 - \$43.63

Salary – Sergeant

- ▶ Kaysville - \$33.73 - \$45.53
- ▶ Farmington – \$33.37 - \$51.18
- ▶ Clearfield – \$37.00 - \$55.00
- ▶ Layton – \$35.54 - \$49.76
- ▶ Bountiful – 5% - \$46.90
- ▶ Woods Cross – \$42.55 - \$46.50
- ▶ Davis County - \$33.63 - \$51.97
- ▶ North Salt Lake – \$36.35 - \$46.00
- ▶ Centerville - \$37.27 - \$53.68
- ▶ Cottonwood Heights - \$45.56 - \$52.06
- ▶ Riverton – \$40.38 - \$48.46
- ▶ South Jordan – \$43.21 - \$47.22
- ▶ Taylorsville – \$45.45 - \$48.50
- ▶ West Valley - \$44.41 - \$49.95
- ▶ Salt Lake City – \$43.24 - \$46.00
- ▶ Draper – \$36.67 - \$46.77
- ▶ Herriman – \$44.41 - \$47.57
- ▶ South Salt Lake - \$45.69 - \$49.42

Salary – Lieutenant

- ▶ Kaysville - \$38.51 - \$51.98
- ▶ Farmington – \$37.76 - \$58.63
- ▶ Clearfield – \$43.00 - \$63.00
- ▶ Layton – \$42.33 - \$59.26
- ▶ Bountiful – 5% - \$56.46
- ▶ Davis County - \$37.64 - \$58.17
- ▶ Syracuse - \$34.54 - \$51.33
- ▶ Centerville - \$45.10 - \$64.94
- ▶ Cottonwood Heights – \$52.35 - \$56.38
- ▶ Riverton – \$40.47 – \$63.30
- ▶ South Jordan – \$43.78 - \$62.17
- ▶ Taylorsville – TBD - \$52.41
- ▶ West Valley - \$51.85 - \$57.76
- ▶ Salt Lake City – \$50.92 - \$54.16
- ▶ Sandy - \$51.57 - \$56.36
- ▶ Herriman – \$39.28 - \$58.95
- ▶ South Salt Lake - \$52.47 - \$56.76

Salary – Command Staff

Assistant Chief

- ▶ Kaysville - \$43.64 - \$58.91
- ▶ Davis County - \$56.93 - \$87.88
- ▶ Clearfield – \$51.00 - \$67.00
- ▶ Syracuse - \$41.32 - \$61.85
- ▶ West Bountiful - \$37.03 - \$53.32
- ▶ Woods Cross – \$49.42 - \$54.00
- ▶ Bountiful – 5% - \$62.23
- ▶ North Salt Lake - \$51.52 - TBD
- ▶ West Jordan – \$59.94 - \$64.56
- ▶ South Jordan – \$48.27 - \$68.54
- ▶ West Valley - \$46.52 - \$77.35
- ▶ Provo - \$52.25 - \$79.05
- ▶ Herriman – \$44.43 - \$66.62
- ▶ South Salt Lake - \$60.48 - \$65.42
- ▶ Sandy - \$65.22 - \$67.18
- ▶ Cottonwood Heights - \$57.83 - \$62.28

Salary – Chief

- ▶ Kaysville - \$55.14 - \$74.44
- ▶ Centerville - \$53.67 - \$77.28
- ▶ Clearfield - \$56.00 - \$74.00
- ▶ Syracuse - \$44.43 - \$66.50
- ▶ Davis County - \$76.44 – \$91.73
- ▶ Woods Cross - \$59.25 - \$64.74
- ▶ Provo - \$60.48 - \$88.72
- ▶ Roy - \$47.15 – \$70.69
- ▶ Lehi - \$52.15 - \$76.72
- ▶ Murray - \$53.49 - \$81.17
- ▶ South Jordan - \$55.88 - \$79.63
- ▶ Cottonwood Heights - \$62.87 - \$77.51

Salary Increase By Position

- ▶ This Varied With Each Agency, Some Agencies Updated Entire Pay scale
- ▶ Was Dependent On Years Of Experience And Qualifications
- ▶ Salary Increase Was Dependent On Market Adjustment
- ▶ Example:
 - ▶ Clearfield – Ranged From 9% - 29%
 - ▶ Layton – 14% across pay scale
 - ▶ Woods Cross – Ranged From 4% - 29%
 - ▶ Centerville – Ranged From 15% - 25%
 - ▶ Farmington – 20% across pay scale – Chief 7%
 - ▶ Bountiful – Ranged From 10% - 20%
 - ▶ West Bountiful – Ranged From 20% - 25%
 - ▶ Syracuse – 10% With Another Survey In Progress

Ranking By Position

- ▶ Police Officer

- ▶ Starting Salary – 27th of 33
- ▶ Top Out Salary – 11th of 33

- ▶ Sergeant

- ▶ Starting Salary – 20th of 29
- ▶ Top Out Salary – 22nd of 34

- ▶ Lieutenant

- ▶ Starting Salary – 18th of 25
- ▶ Top Out Salary – 20th of 28

- ▶ Command Staff

- ▶ Starting Salary – 15th of 20
- ▶ Top Out Salary – 16th of 20

- ▶ Chief

- ▶ Starting Salary – 9th of 21
- ▶ Top Out Salary – 14th of 25

Current Recruitment And Retention Incentives

- ▶ Newer state-of-the-art police station
- ▶ Training
- ▶ Load bearing vest adopted
- ▶ Beard policy
- ▶ Uniform allowance \$1200
- ▶ Updated vehicle and equipment
- ▶ City Employee incentive program
- ▶ Up to date rifle and sights
- ▶ Updated handguns
- ▶ K9 program
- ▶ Narcotic Strike force position
- ▶ VFAST positions
- ▶ POU positions
- ▶ SRO positions
- ▶ Education reimbursement 50%
- ▶ PTO buy back
- ▶ 2 years of health Insurance at retirement
- ▶ VASA membership
- ▶ 1 hour on duty workout
- ▶ Therapist on duty & family
- ▶ 401K for tier II employees 5%
- ▶ Paid cellphone
- ▶ Take home car
- ▶ South Davis Metro SWAT

Recruitment And Retention Incentives Offered By Other Cities

- ▶ 5% Shift Differential For Grave Shift
- ▶ Longevity Pay
- ▶ Education Incentive
- ▶ Yearly Salary Survey
- ▶ Compressed Pay Scale 8-10 yr. Top Out
- ▶ Free Health Clinic
- ▶ FTO Pay While Training New Officers
- ▶ Career Path
- ▶ Year for Year Lateral Hiring
- ▶ Reimbursement For Self Sponsored
- ▶ New Hire Sign On Bonus
- ▶ Housing Incentive

Recruitment And Retention Survey

- ▶ West Valley
 - ▶ Residency Incentive
 - ▶ \$10,000 To Purchase Home In City
 - ▶ \$165 Month Stipend 5 years
 - ▶ Officers Can Get Both Incentives
 - ▶ 5% Shift Differential
- ▶ Ogden
 - ▶ \$5000 Lateral Signing Bonus
 - ▶ \$3,000 Self-Sponsor Bonus
 - ▶ Annual Education Bonus
 - ▶ \$3000 Masters
 - ▶ \$2,000 Bachelors
 - ▶ \$1,000 Associates
 - ▶ 5% Shift Differential
 - ▶ \$100 Month Second Language Stipend
- ▶ Salt Lake City
 - ▶ 5% Shift Differential
 - ▶ Longevity Pay
 - ▶ 7 Yrs Of Service \$50 Month
 - ▶ 11 Yrs Of Service \$75 Month
 - ▶ 17 Yrs Of Service \$100 Month
 - ▶ 21 Yrs Of Service \$125 Month

11:32

5G

Bountiful City Police Department

Posts

About

Photos ▼

Mentions



Bountiful City Police Department

1d · 🌐

We are hiring! Scrolling through our social media feed should give you a pretty good idea of what it's like to work here. Don't get me wrong, it's not all turkey chases and kitten rescues. We experience every type of call here just like other cities. You will have days where it's call to call, and other days where you have time to focus on being proactive in the community.

We just updated our pay scale... Brand new, you would start here at \$24.90. With 5 years of experience and coming to us as a lateral, you'd start at \$31.77 and in 2 years you'd be at \$35.02. Our top out of \$40.52 is achieved as a Master Officer (PO3) and it would take 11 years as a new officer, or 6 as a lateral (with 5 years experience) to reach that. The master officer qualifications are easily achievable. Also, we just got approved for load bearing vests.

See the job posting for more information, or go to <https://www.bountifulutah.gov/Employment-Opportunities> for more information.

122 28 Comments 15 Shares

Like

Comment

Share

Herriman Police Department

NOW HIRING SWORN MEMBERS

10-Step Pay Plan

Step #	Police Officer	Police Sergeant
1	\$27.15	
2	\$28.78	
3	\$29.64	
4	\$30.53	
5	\$31.45	
6	\$34.75	
7	\$35.79	
8	\$36.87	\$44.41
9	\$37.97	\$45.96
10	\$39.11	\$47.57

SHIFT DIFFERENTIAL

Afternoon shift will add 2.5% to the base pay

Graveyard shift will add 5% to the base pay

Come work for a city with a proven track record of taking care of our employees!



Summit County Sheriff's Office NOW HIRING!

PATROL DEPUTY

APPLY TODAY!
<http://bit.ly/workforsummitcounty>

- Competitive Pay (\$23.90 to \$40.00) with 8-Year Pay Plan!
- One for one credit for years of service. Vacation accrual adjusted for laterals.
- Take home vehicle (within 50 miles of county boundary)
- Options for FREE health insurance plan (SelectHealth) - HSA Contribution from County (\$3,000 for family plan)
- Opportunities include: Traffic/Motors, SWAT, K9, Drones, Drug Court, Mounted-patrol, Investigations, SRO and more!
- Frequent overtime opportunities: forest patrols, DUI saturation, Sundance Film Festival, sports events, etc.
- 12-hour shifts (every other weekend off) - 4% shift differential for night shift
- On-duty workout time (1hr)
- Paid Parental Leave (4 weeks), tuition reimbursement, 401k Match
- All uniforms/equipment/phone provided at no cost (dry-cleaning as well)
- Modern fully-equipped patrol vehicles (all 4WD)
- Shortened FTO process for laterals
- Manageable call-loads allow for positive community interaction and proactiveness!



10:12

www.wvc-ut.gov

LTE

SHIFT DIFFERENTIAL (DAY, AFTERNOON, GRAVEYARD)

- Step 1 \$27.15/hour (\$56,472/year) -
\$28.50/hour (\$59,295/year)
- Step 10 \$39.11/hour (\$81,350/year) -
\$41.06/hour (\$85,418/year)

The entire pay scale can be found [here](#).

POLICE OFFICER 1ST CLASS

This program allows Officers with at least 8 years of experience (2 with WVC) to promote to a higher grade of Officer within the pay scale. This is a career track for those that intend to be the most highly trained, experienced, and dependable Officers.

- Pay ranges from \$36.13/hour (\$75,170/year) to \$43.99/hour (\$91,500/year)

PAID TIME OFF

1 for 1 service credit for previous law enforcement experience.

- Employees receive a lump sum of 80 PTO hours every November after they have completed probation.
- PTO Accruals:
 - Year 1-5 4 hours/pay period
(184 total hours/year)
 - Year 6-10 5 hours/pay period
(190 total hours/year)

 Select Language

Budget Adjustment

- ▶ Current Budget Increase

- ▶ \$183,559.00
- ▶ 11 Pay Periods
- ▶ Average Increase \$6.50 Hour
- ▶ Pay Range Increase \$2 - \$12 Hour
- ▶ Dependent On Years Of Service
- ▶ Dependent On Position

- ▶ New Budget Year

- ▶ \$433,867.00
- ▶ Increase In Benefits Costs TBD