

**APPLE VALLEY
RESOLUTION R-2026-14**

NOW THEREFORE, be it ordained by the Council of the Apple Valley, in the State of Utah, as follows:

SECTION 1: **AMENDMENT** “Salary Planning” of the Apple Valley Policies & Procedures is hereby *amended* as follows:

BEFORE AMENDMENT

Salary Planning

- A. GENERAL POLICY. The Mayor, or designee in conjunction with the Town Council, shall be responsible for the development and maintenance of a uniform and equitable pay plan for Apple Valley which shall consist of minimum and maximum rates of pay for each position and such intermediate steps as deemed necessary and equitable. Salaries shall be linked directly to the position classification plan and may take into consideration the following factors:
 - 1. Ranges of pay for other positions.
 - 2. Prevailing rates of pay for similar employment in both public and private organizations.
 - 3. Cost of living factors.
 - 4. Other benefits received by employees.
 - 5. The financial policy and economic conditions of Apple Valley.
- B. Salary Stipend for Full-Time Employees
 - 1. Utility Offset Stipend
 - a. A \$75.00 monthly stipend may be given to full-time employees as part of their compensation package. The amount is set to reflect the base water rate for a standard 3/4 inch residential connection.
 - 2. Payment
 - a. The Utility stipend shall be paid through the Town’s payroll system as taxable income, with applicable federal, state, and FICA withholdings applied. Employees receiving stipends remain responsible for paying their own water bill in full. No direct credit or exemption on the utility account will be applied. Employee's are responsible to pay their utility bill in full each month or will incur finance charges.
- C. Stipends for Volunteers
 - 1. Eligible Volunteers include
 - a. Town Council Members,
 - b. Planning Commissioners,
 - c. Fire and EMS Volunteers.
 - 2. Stipends may be given at the following rates and for the following reasons as

specified;

a. Meeting Attendance:

(1) Town Council meeting attendance for Council members may be compensated at \$200.00 per meeting.

(2) Planning Commission meeting attendance for Planning Commissioners may be compensated at \$100.00 per meeting.

b. Payment:

(1) Volunteers receiving meeting and or utility stipends are responsible to pay their utility bill in full each month or will incur finance charges.

c. Volunteer Fire and EMS stipends-

(1) For a nominal fee per 29 CFR 553.106. Nominal fees are set as follows:

(A) Per Call \$10,

(B) Per Weekend \$20/day

(C) Per Weekday/Standby/Station Maintenance \$20/day,

(D) Drills \$10/drill.

(2) Fire and EMS stipends are meant to relieve the firefighter and or EMT of the expenses incurred for travel, meals, or other incidental expenses incurred during their volunteer service time.

AFTER AMENDMENT

Salary Planning

A. GENERAL POLICY. The Mayor, or designee in conjunction with the Town Council, shall be responsible for the development and maintenance of a uniform and equitable pay plan for Apple Valley which shall consist of minimum and maximum rates of pay for each position and such intermediate steps as deemed necessary and equitable. Salaries shall be linked directly to the position classification plan and may take into consideration the following factors:

1. Ranges of pay for other positions.
2. Prevailing rates of pay for similar employment in both public and private organizations.
3. Cost of living factors.
4. Other benefits received by employees.
5. The financial policy and economic conditions of Apple Valley.

B. Salary Stipend for Full-Time Employees

1. Utility Offset Stipend

a. A \$75.00 monthly stipend may be given to full-time employees as part of their compensation package. The amount is set to reflect the base water rate for a standard 3/4 inch residential connection.

2. Payment

a. The Utility stipend shall be paid through the Town's payroll system as

taxable income, with applicable federal, state, and FICA withholdings applied. Employees receiving stipends remain responsible for paying their own water bill in full. No direct credit or exemption on the utility account will be applied. Employee's are responsible to pay their utility bill in full each month or will incur finance charges.

C. Stipends for Volunteers

1. Eligible Volunteers include
 - a. Town Council Members,
 - b. Planning Commissioners,
 - c. Fire and EMS Volunteers.
2. Stipends may be given at the following rates and for the following reasons as specified;
 - a. Meeting Attendance:
 - (1) Town Council meeting attendance for Council members may be compensated at \$200.00 per meeting.
 - (2) Planning Commission meeting attendance for Planning Commissioners may be compensated at \$100.00 per meeting.
 - b. Payment:
 - (1) Volunteers receiving meeting and or utility stipends are responsible to pay their utility bill in full each month or will incur finance charges.
 - c. Volunteer Fire and EMS stipends-
 - (1) For a nominal fee per 29 CFR 553.106. Nominal fees are set as follows:
 - (A) Per Call \$10,
 - (B) Per Weekend \$20/day
 - (C) Per Weekday/Standby/Station Maintenance \$20/day,
 - (D) Drills \$10/drill.
 - (E) R1911 Coverage; \$150/24 hour block, \$75/12 hour block; To be eligible for this coverage, the following certification requirements must be met. Meeting these requirements does not guarantee eligibility; final approval rests with the Fire Chief.
 - (a) EMT-B
 - (b) Red Card (FF2)
 - (c) ICS 100, 200, 700
 - (d) UFRA FF1 (or equivalent)
 - (2) Fire and EMS stipends are meant to relieve the firefighter and or EMT of the expenses incurred for travel, meals, or other incidental expenses incurred during their volunteer service time.

PASSED AND ADOPTED BY THE APPLE VALLEY COUNCIL

_____.

| | AYE | NAY | ABSENT | ABSTAIN |
|-------------------------------------|------------|------------|---------------|----------------|
| Mayor Mike Farrar | _____ | _____ | _____ | _____ |
| Council Member Kevin Sair | _____ | _____ | _____ | _____ |
| Council Member Annie Spendlove | _____ | _____ | _____ | _____ |
| Council Member Scott Taylor | _____ | _____ | _____ | _____ |
| Council Member Richard Palmer | _____ | _____ | _____ | _____ |

Attest

Presiding Officer

Jenna Vizcardo, Town Clerk, Apple
Valley

Michael Farrar, Mayor, Apple Valley