

**APPLE VALLEY
RESOLUTION R-2026-03**

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:

A M E N D M E N T

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 \$~~1~~200.00 per meeting.
- (2) Planning Commission meeting attendance for Planning Commissioners may be compensated at \$~~5~~100.00 per meeting.

b. Utility stipend:

- ~~(1) Town Council members may receive a \$75.00 utility stipend, per month, to offset the cost of water service as part of their compensation for volunteer service. They may also receive a solid waste utility stipend in the amount of \$14.30 to offset the cost of solid waste service.~~
- ~~(2) Planning Commissioners may receive a monthly utility stipend through payroll for solid waste services in the amount of \$14.30 to offset the cost of solid waste service.~~
- ~~(3) Active Fire and EMS volunteers who are reported as "Active" to the payroll clerk by the Fire Chief (or designee) may receive a utility stipend through payroll for solid waste services in the amount of \$14.30 per month to offset the cost of solid waste service. "Active" volunteers are determined as eligible at the discretion of the Fire Chief based on attendance at trainings, department service hours, and calls. This payment is made on a quarterly basis.~~

c. 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.

d. 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 \$~~5~~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.

SECTION 2: **EFFECTIVE DATE** This Resolution shall be in full force and effect from February 18, 2026.

PASSED AND ADOPTED BY THE APPLE VALLEY COUNCIL

_____.

	AYE	NAY	ABSENT	ABSTAIN
Mayor Michael 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