



## MEMORANDUM

May 22, 2024

---

To: Santaquin City Mayor and City Council

From: Norm Beagley, MPA, P.E., City Manager

RE: **Compliance with Senate Bill (SB) 91**

---

Mayor and Council Members,

As you are aware, during the 2024 Utah Legislative Session, the State Legislature passed Senate Bill 91 (SB91). One part of SB91 reads; “Before a governing body may adopt a final budget or a final amended budget that includes a “compensation increase” for an executive municipal officer, the governing body shall:”

- (i) “hold a public hearing on the compensation increase”

Therefore, we have properly noticed and are holding the required public hearing this evening during City Council Meeting.

Per Santaquin City’s Employee Handbook, as adopted by resolution (& most recently amended December 19<sup>th</sup>, 2023 by Resolution 12-03-2023), all employees, including Elected Officials and “Executive Municipal Officers” as defined in SB91, are eligible for a salary increase for both Cost of Living Adjustments (COLA) and merit increases where and when applicable and as adequately budgeted for. (See Santaquin City Employee Handbook, Sections 2.3 “Performance Evaluations”, Part B and 3.1 “Compensation”, Subsection C, 2 “Cost of Living Adjustments (COLA)”.

At present, the tentative budget that was approved several weeks ago includes a COLA increase for **all** employees of **5%** starting in January 2025. Also, at present, included in the tentative budget, is a possible **1%** merit increase for all employees. Therefore, the total possible increase for all employees is up to 6% during the FY 2024-2025 budget.

Per employment contracts for all of our Executive Municipal Officers, each of them is treated the same as any other employee with regard to any offered COLA and possible merit increases. Therefore, that is what has been budgeted for in the FY 2024-2025 Santaquin City budget.

I am happy to answer any questions you may have regarding this agenda item during the properly noticed public hearing.

**No Council Action is Required at this time**