



Highest Paid City Employee Report

Does your city pay its employees more than the state pays the Governor?

In an analysis of 2017 employee compensation of the 50 largest cities in the state of Utah, it was found that 29 of the 50 cities pay at least one employee more than Governor Gary Herbert's annual total compensation. The governor's salary, including wages and benefits, in 2017 was \$190,187.59. The highest paid city employee in 2017 was an employee in Provo City's public works department that was paid \$318,530.98. The Provo employee's salary was exceptionally higher than previous years as the employee received over \$88,000 in "leave pay" in 2017. The second highest paid employee is the Chief of Police for Salt Lake City, who earned \$272,551.12 in 2017. The third highest paid employee is the city manager of West Valley City who was paid \$259,277.56.

City Managers, City Attorneys and Police Chiefs are the employees that tend to receive the highest pay at the city level. In 35 of the 50 cities the City Manager ranked in the top three of the highest paid employee in the city. The city manager, or city administrator, is typically the top day-to-day employee over a city and reports to the city council and mayor.

Elected officials for most of the cities receive relatively modest compensation and did not rank in the highest paid employees for the 50 cities with the exception of two cities. The mayors of Tooele and Ogden both are in the top three in compensation for their city. Unelected employees in almost every city of the 50 examined represented the top wage and benefit earners.

The same can be said for the Governor's office. While the Governor receives more than \$190,000 in total compensation, his staff actually earns more. In 2017, the governor's chief of staff was compensated \$230,694.60. The executive director of the Governor's Office of Management and Budget also made more than the state's top elected official as they were compensated \$225,258.38 last year.

The U.S. Census Bureau estimates Utah's median household income to be \$62,518. For all 50 cities that were reviewed, the top three highest compensated employees all received total compensation greater than \$100,000.

Data for the analysis was taken from the Utah Public Finance Website (www.transparent.utah.gov). Figures were taken from the 2017 employee compensation tabs contained on the website.

Utah cities with at least one employee paid more than the governor:

| | | | |
|--------------------|-----------------|------------------|------------------|
| American Fork | Layton | Provo | Spanish Fork |
| Bountiful | Lehi | Riverton | Springville |
| Clearfield | Logan | Roy | St. George |
| Clinton | Midvale | Salt Lake City | West Jordan |
| Cottonwood Heights | Murray | Sandy | West Valley City |
| Draper | North Salt Lake | Saratoga Springs | |
| Farmington | Ogden | South Jordan | |
| Kaysville | Orem | South Salt Lake | |

Highest Paid Employees in Utah’s 50 Largest Cities

| City | Employee Position | Salary |
|--------------------|-------------------------------|--------------|
| American Fork | City Administrator | \$258,745.76 |
| | Police Chief | \$175,712.13 |
| | Battalion Chief/Fire Marshall | \$168,741.90 |
| Bluffdale | City Manager | \$162,570.08 |
| | City Attorney | \$160,157.46 |
| | City Engineer | \$153,291.44 |
| Bountiful | City Manager | \$228,356.94 |
| | Light and Power Director | \$214,140.97 |
| | Asst. City Manager | \$198,672.74 |
| Brigham City | City Administrator | \$169,158.34 |
| | Police Chief | \$155,684.27 |
| | Public Power Director | \$155,379.59 |
| Cedar City | City Manager | \$146,141.08 |
| | City Engineer | \$137,675.15 |
| | Police Chief | \$129,566.03 |
| Centerville | City Manager | \$172,222.50 |
| | Chief of Police | \$151,588.35 |
| | Public Works Director | \$149,506.12 |
| Clearfield | Asst. Police Chief | \$194,376.97 |
| | City Manager | \$161,527.49 |
| | City Attorney | \$142,883.42 |
| Clinton | City Manager/Recorder | \$207,312.14 |
| | Police Chief | \$159,708.73 |
| | Public Works Director | \$148,442.58 |
| Cottonwood Heights | City Manager | \$198,108.12 |
| | Police Chief | \$194,064.78 |
| | Asst. City Manager | \$182,243.20 |
| Draper | City Manager | \$219,958.32 |
| | Chief of Police | \$191,165.55 |
| | City Attorney | \$180,775.63 |
| Eagle Mountain | City Administrator | \$166,842.58 |
| | City Engineer | \$140,634.20 |
| | Asst. City Administrator | \$133,508.97 |
| Farmington | City Manager | \$200,695.85 |
| | Chief of Police | \$174,527.45 |
| | Asst. City Manager | \$171,060.78 |
| Heber City | Chief of Police | \$157,804.01 |
| | Lieutenant | \$144,423.93 |
| | Sergeant | \$136,880.38 |
| Herriman | City Manager | \$179,517.37 |
| | Asst. City Manager | \$160,474.57 |
| | Water Department Dir | \$135,826.46 |
| Highland | City Administrator | \$163,277.68 |
| | Finance Director | \$130,483.21 |
| | Operations and Maint. Dir | \$115,863.22 |

| City | Employee Position | Salary |
|-----------------|--------------------------------|--------------|
| Holladay | City Manager | \$166,351.53 |
| | Justice Court Judge | \$142,171.34 |
| | Dir. of Community Development | \$132,595.18 |
| Hurricane | City Manager | \$162,214.18 |
| | Chief of Police | \$144,380.27 |
| | Superintendent of Power | \$143,118.67 |
| Kaysville | Chief of Police | \$206,289.15 |
| | City Manager | \$167,627.66 |
| | Power Superintendent | \$155,406.99 |
| Layton | City Manager | \$250,293.16 |
| | City Attorney | \$201,865.43 |
| | Public Works Director | \$190,858.06 |
| Lehi | City Administrator | \$196,132.99 |
| | City Attorney | \$182,480.79 |
| | Finance Director | \$181,399.03 |
| Logan | City Attorney | \$201,105.24 |
| | Environment Director | \$192,320.45 |
| | Finance Director | \$179,784.98 |
| Midvale | City Manager | \$214,802.52 |
| | Asst. City Manager | \$192,003.53 |
| | Asst. City Manager | \$190,957.15 |
| Murray | Police Chief | \$217,413.81 |
| | GM of Power | \$203,112.01 |
| | City Attorney | \$202,587.75 |
| North Ogden | Building Official | \$127,966.77 |
| | Maintenance Supervisor | \$126,755.57 |
| | Det. Lieutenant | \$125,028.24 |
| North Salt Lake | Police Chief | \$221,449.15 |
| | City Manager | \$218,032.86 |
| | City Engineer | \$195,845.76 |
| Ogden | City Attorney | \$233,341.49 |
| | Chief Admin officer | \$230,003.21 |
| | Mayor | \$197,961.33 |
| Orem | City Manager | \$226,409.46 |
| | Admin. Service Director | \$190,470.47 |
| | City Attorney | \$188,737.42 |
| Payson | City Manager | \$170,566.87 |
| | City Attorney | \$159,188.04 |
| | Electric Power Superintendent | \$156,903.38 |
| Pleasant Grove | City Administrator | \$162,175.32 |
| | Community Director | \$153,306.49 |
| | Chief of Police | \$150,540.38 |
| Provo | Public Works - Public Services | \$318,530.98 |
| | Chief Administrative Officer | \$232,093.74 |
| | City Attorney | \$219,167.24 |

Highest Paid Employees in Utah's 50 Largest Cities

| City | Employee Position | Salary |
|------------------|----------------------------------|--------------|
| Riverton | City Manager | \$256,099.79 |
| | City Attorney | \$208,822.66 |
| | Admin. Service Director | \$191,405.09 |
| Roy | City Attorney | \$211,110.95 |
| | Management Services Director | \$184,464.25 |
| | Fire Chief | \$157,872.94 |
| Salt Lake City | Police Chief | \$272,551.12 |
| | City Attorney | \$241,790.01 |
| | Finance/Accounting Division Dir. | \$234,313.56 |
| Sandy | City Attorney | \$234,792.22 |
| | Chief Admin Officer | \$223,146.35 |
| | Asst. Chief Admin Officer | \$221,012.28 |
| Saratoga Springs | City Manager | \$194,956.89 |
| | City Attorney | \$153,202.69 |
| | City Engineer | \$137,137.76 |
| Smithfield | City Manager | \$117,694.28 |
| | Golf Club Superintendent | \$113,431.07 |
| | Recreation Director | \$109,617.75 |
| South Jordan | City Manager | \$237,684.46 |
| | Chief of Police | \$193,577.48 |
| | Dir. Dev. Svcs/City Engineer | \$180,383.80 |
| South Ogden | City Manager | \$173,802.34 |
| | City Attorney | \$143,341.52 |
| | Public Works Director | \$138,851.49 |
| South Salt Lake | City Attorney | \$191,539.57 |
| | Police Chief | \$181,788.13 |
| | Fire Chief | \$169,831.69 |
| Spanish Fork | Information Systems Dir. | \$198,572.23 |
| | City Manager | \$194,610.95 |
| | Public Works Director | \$192,592.04 |

| City | Employee Position | Salary |
|------------------|--------------------------------|--------------|
| Springville | City Administrator | \$203,950.50 |
| | Asst. City Admin/City Attorney | \$185,336.11 |
| | Power Director | \$175,501.48 |
| St. George | City Manager | \$246,323.63 |
| | City Attorney | \$200,366.94 |
| | Energy Services Director | \$163,508.53 |
| Syracuse | Police Chief | \$155,602.77 |
| | City Manager | \$148,951.54 |
| | Public Works Dir. | \$148,941.47 |
| Taylorsville | City Administrator | \$173,257.42 |
| | Judge | \$160,318.79 |
| | CFO | \$153,415.04 |
| Tooele | City Attorney | \$175,783.40 |
| | Asst. Police Chief/Captain | \$141,864.86 |
| | Mayor | \$135,113.28 |
| Washington | Community Dev. Dir. | \$136,280.41 |
| | Leisure services Dir. | \$136,214.61 |
| | Power Director | \$134,321.67 |
| West Haven | City Planner/Engineer | \$115,905.00 |
| | Protection Inspection | \$67,799.78 |
| | Parks and Rec Director | \$61,517.72 |
| West Jordan | City Manager | \$251,877.54 |
| | Judge | \$203,128.57 |
| | Public Work Director | \$195,057.92 |
| West Valley City | City Manager | \$259,277.56 |
| | Deputy Police Chief | \$256,710.37 |
| | Econ. Development Director | \$226,080.37 |
| Woods Cross | City Administrator | \$188,285.79 |
| | Public Works Director | \$169,224.30 |
| | Community Development Dir. | \$155,910.15 |