



## Ordinance 26-01

### **ORDINANCE ESTABLISHING AND AFFIXING THE SALARIES OF ELECTED AND STATUTORY OFFICERS OF WAYNE COUNTY**

**WHEREAS** UTAH CODE SECTION 17-16-14 requires that the Wayne County Commission (hereinafter “Commission”), acting as the legislative body, establish the salaries of the elected county officers; and

**WHEREAS** Ordinance (1948) previously established the salaries of elected officials for calendar year 1948-1949;

**WHEREAS** The Commission wishes to adjust the salary of the Wayne County Clerk/Auditor, Assessor, Attorney, Commissioner, Recorder/Treasurer, and Sheriff.

**WHEREAS** the Commission met with each County Officer and department head on October 20 and November 3, 2025 to discuss anticipated budgetary requirements for 2026;

**WHEREAS** each County Officer had an opportunity to ask for an increase in compensation as part of their budgetary requirements;

**WHEREAS** each County Officer bargained for and negotiated in good faith for that compensation;

**WHEREAS** the Commission received public comment on December 22, 2025;

**WHEREAS** notice of this hearing was provided pursuant to statute;

**WHEREAS** the offered commentary was analyzed accordingly (see supra);

**WHEREAS** the Commission considered the following when determining wages for the County

Officers:

1. The Consumer Price index
2. A current market analysis of other elected officials in the State;
3. The median wage for the County (Average Household Income);
4. Any merit increases which may have been provided to the employees in the intervening period.

5. Under the supervisory authority granted in UTAH CODE SECTION 17-53-106, whether there were significant issues in the performance of the statutory duties by the elected officials which would warrant a negative adjustment to the established compensation or future compensation of that office while occupied by the current elected official including, but not entirely limited to, the following:

- a. A review of allegations of misfeasance or malfeasance by the office holder;
- b. Whether legal action is initiated against the county resulting from allegations of serious errors or omissions by the office holder;
- c. Whether the office holder is performing or ensuring the performance of the required statutory duties; and
- d. Whether the office holder is regularly available to County staff and other elected officials as may be needed.
- e. The necessary qualifications to hold the office include required advanced degrees.
- f. The size of the department in number of personnel managed and budget managed.
- g. The total compensation package when compared to the private marketplace.
- h. Occasions when long-term employees are compensated at a higher rate than an elected official or chief deputy in that department.
- i. Compliance with the nondiscrimination and other provisions of these Policies and state statutes.

6. In the event the Commission determines that an elected official is underperforming their professional or statutory duties, the Commission may withhold any merit based increases as part of their consideration when establishing new compensation if formal findings have been made and provided to the Personnel Director. The disparity in compensation shall be only for so long as the censured individual holds the office. Thereafter the compensation for that office shall be adjusted to be consistent with the other elected officials.

7. Each County Officer's pay was determined by addressing the requested needs, obligations of the office and adjustments were made accordingly.

**THEREFORE**, the County Legislative Body of Wayne County ordains as follows: The annual salaries of the below elected officials shall be set as below for calendar year 2026:

**Treasurer/Recorder \$ 81,868.80**

**Attorney \$ 70,012.80**

**Clerk/Auditor \$ 67,953.60**

**Sheriff \$ 64,792**

**Assessor \$ 60,008.00**

**Commissioner A \$ 25,080**

**Commissioner B \$ 25,080**

**Commissioner C \$ 25,080**

**Justice Court Judge \$ 15,786**

This Ordinance shall be effective \_\_\_\_\_, 2026 with one publication in the local newspaper.

**APPROVED** by the County Legislative Body of Wayne County in open session this \_\_\_\_ *day of* \_\_\_\_\_, 2026, by the following vote:

aye: \_\_\_\_\_

nay: \_\_\_\_\_

abstaining or absent: \_\_\_\_\_

**ATTEST:**

\_\_\_\_\_  
Felicia Snow, Clerk-Auditor

**APPROVE:**

\_\_\_\_\_  
Dennis Blackburn, Commission Chair

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