



Ifo Pili's Legacy

Analysis of Eagle Mountain City Employee Raises
Fiscal Year 2012 to Fiscal Year 2014 (7/1/11 to 6/30/14)

During his tenure as the city's chief administrator Ifo Pili gave the city's full-time employees raises every year. In two short years he increased the city's payroll expenses for the following employees by a whopping **\$556,533.27**; that's a **14 percent increase!** I wonder if he did it with the Council's approval or whether he did it on the sly.*

Note: Some city employees seem to change job titles almost as often as some women change clothes. And with every upgrade comes more money, even though their actual ability to perform their jobs may not have improved.

Employee	Job Title**	Full-time Employee Gross Compensation Totals			
		FY 2012	FY 2013	FY 2014	% \uparrow
Alvarez, Jessica P.	HR Manager	\$65,838.38	\$79,741.29	\$83,741.57	27%
Armintrout, Laura	Public Works Office Manager	\$51,028.11	\$52,764.50	\$54,255.72	6%
Ballif, Robert S.	Engineering Asst. I	\$76,856.08	\$79,375.08	\$81,659.88	6%
Barney, Westen	Parks Maintenance Worker II	\$61,838.99	\$62,196.05	\$62,690.44	1%
Bell, Spencer L.	Gas Crewman	\$80,709.58	\$84,241.07	\$86,426.16	7%
Bowman, Beverly L.	Exec. Asst. Bldg. & Planning	\$51,828.92	\$54,075.19	\$54,705.67	6%
Busch, Philip R.	Energy Inspector	\$66,472.89	\$68,084.04	\$71,074.14	7%
Crawley, David L.	Natural Gas Foreman	\$92,983.70	\$99,727.58	\$98,562.67	6%
Diamond, Larry Jo	Storm Water Supervisor	\$65,834.95	\$68,322.12	\$73,165.97	11%
Duran, M. Angelica	Utility Billing Supervisor	\$44,759.79	\$56,779.69	\$67,021.75	50%
Ferre, Adam	Energy Director	\$116,572.36	\$123,019.88	\$135,779.24	16%
Goodrich, Matt	Wastewater System Sup.	\$78,687.90	\$80,184.85	\$83,279.20	6%
Graves, Michele	Library Director	\$66,887.05	\$70,109.66	\$83,260.88	24%
Hadley, Michael D.	Sr. Planner/GIS Admin	\$77,604.22	\$80,400.99	\$85,024.98	10%
Hall, Gary J.	Sports Coordinator	\$62,628.23	\$68,862.16	\$75,790.71	21%
Hansen, Robert M.	Lead Building Inspector	\$80,949.46	\$84,883.58	\$91,465.67	13%
Harris, Jordan	Journeyman Lineworker	\$100,781.24	\$108,879.12	\$109,953.27	9%
Harward, Christopher	Wastewater System Oper. II	\$58,188.35	\$59,024.82	\$62,602.28	8%
Harward, Jared C.	Journeyman Lineworker	\$99,407.33	\$107,239.73	\$106,091.86	7%
Hawkins, Albert H.	Streets Maintenance	\$52,313.73	\$53,853.52	\$53,946.64	3%
Hickman, Bradley B.	Parks Supervisor	\$54,872.83	\$61,695.11	\$63,932.75	17%
Hilton, Zachary	Streets & Parks Supervisor	\$78,896.77	\$82,590.49	\$83,323.41	6%
Jerome, Paul A.	Finance Director	\$78,780.16	\$107,565.42	\$115,758.39	47%
Johnson, Travis D.	Water System Operator IV	\$57,999.75	\$63,587.52	\$69,184.38	19%
Jolley, Lori	Accounting Tech. II	\$64,747.87	\$65,734.07	\$67,234.13	4%
Kast, Karen L.	Asst. Librarian	\$33,870.87	\$38,377.00	\$52,361.03	55%
Kofoed, Fionnuala	City Recorder	\$79,968.28	\$91,173.72	\$94,028.21	18%
Komoroski, Justin M.	Wastewater System Oper. III	\$50,200.28	\$54,060.05	\$58,987.15	18%
Lahman, Melanie A.	Deputy Recorder	\$62,968.20	\$65,134.02	\$69,315.32	10%
Lewis, Kurry G.	Journeyman Lineworker	\$104,723.29	\$110,107.63	\$106,795.02	2%

Full-time Employee Gross Compensation Totals

Employee	Job Title**	FY 2012	FY 2013	FY 2014	%↑
Lovell, Jason M.	Custodian	\$58,443.06	\$60,634.61	\$62,450.03	7%
Lower, Todd M.	Lead Energy Inspector	\$62,583.02	\$68,506.10	\$74,225.13	19%
Mumford, Stephen M.	Planning & Dev. Director	\$100,157.71	\$104,031.22	\$111,564.68	11%
Norman, David C.	Asst Public Works Director	\$112,302.58	\$116,600.25	\$119,466.77	6%
Olsen, Steven	Sys Elec Eng	\$98,809.02	\$101,652.95	\$104,899.96	6%
Partridge, Kent	Building Official	\$119,112.79	\$125,431.44	\$128,798.14	8%
Peterson, Linda D.	Pub. Info. Director	\$82,334.45	\$89,804.49	\$103,457.28	26%
Pierce, Erick G.	Sr. Meter Tech	\$46,512.57	\$49,332.24	\$52,721.57	13%
Pili, Faaifo M.	City Administrator	\$116,624.28	\$161,498.77	\$166,539.76	43%
Riet, Sandra A.	Accts. Payable Clerk	\$53,828.53	\$58,368.13	\$62,355.66	16%
Robinson, Greg	Water System Operator I	\$57,285.73	\$63,966.38	\$64,824.10	13%
Rose, Johna Ruth	Deputy Recorder	\$59,081.14	\$60,656.72	\$62,994.35	7%
Rowberry, Derrick G.	Water System Operator IV	\$66,686.88	\$67,026.60	\$71,278.92	7%
Sorenson, Naythan	Streets Maintenance	\$71,514.67	\$74,747.37	\$73,995.64	3%
Straw, Mack A.	Public Works Inspector	\$81,666.39	\$78,388.62	\$82,769.71	1%
Straw, Shane T.	Meter Tech IV	\$65,654.55	\$69,374.62	\$73,037.51	11%
Taumoepeau, Ikani T.	Econ. Dev. & Emer. Mgmt. Dir.	\$69,326.67	\$80,627.24	\$99,292.01	43%
Thompson, Jeffrey	Code Enforcement Officer	\$73,900.89	\$80,195.45	\$84,138.05	14%
Trusty, Christopher T.	Public Works Director	\$129,564.20	\$134,337.62	\$138,786.66	7%
Walker, Jason S. L.	Asst. City Admin./HR Dir.	\$92,475.94	\$122,383.41	\$133,254.86	44%
Webb, Blake	Water System Supervisor	\$73,254.32	\$80,884.56	\$90,217.18	23%
Weber, Jeff	Asst. PW Dir. Street & Fleet	\$99,234.51	\$99,390.68	\$103,600.27	4%
Totals		\$3,909,553.46	\$4,229,629.42	\$4,466,086.73	14%
Difference from FY 2012 to FY 2014				\$556,533.27	

Data source: transparent.utah.gov (as of March 9, 2015). -- Notes: Gross compensation includes salary and benefits. Obvious part-time employees were excluded from this list. Others were also excluded if it appeared like they only worked for part of Fiscal Year 2012 or part of Fiscal Year 2014.

* Eagle Mountain City's council members may not have explicitly approved these raises. In the past, the mayor and the city's administrators have been able to award pay raises without calling them that by "reorganizing" the city's departments and giving employees fancier job titles that would normally warrant higher salaries and benefits. When they do go to the council for more money they usually make the argument that they *have* to offer more money in order to remain competitive in the labor market for those new positions. If you look closely at the numbers you will notice that some employees are clearly more popular with the city's leaders than others. What these numbers cannot properly portray is the stunning incompetence of many of our public servants. The utter lack of fiscal discipline among the city's leaders is but one example.

**Job title information may be out of date since the city no longer provides this information on the state's transparency website as it is supposed to.

Complete gross compensation data can be found at:

<http://www.eagleshare.org/pdfs/EMC-gross-compensation-all-employees.pdf>