CENTERVILLE WORK SESSION AGENDA

NOTICE IS HEREBY GIVEN THAT THE CENTERVILLE CITY COUNCIL WILL HOLD ITS WORK SESSION MEETING AT 5:30 PM ON February 19, 2019 AT THE CENTERVILLE CITY COMMUNITY CENTER, 250 NORTH MAIN STREET, CENTERVILLE, UTAH. THE AGENDA IS SHOWN BELOW.

A. ROLL CALL

B. NEW BUSINESS

5:30 1. Compensation Study discussion

C. ADJOURNMENT

Mackenzie Wood
Centerville City Recorder

CENTERVILLE

Staff Backup Report
2/19/2019

Item No. 1.

Short Title: Compensation Study discussion

Initiated By:

Scheduled Time: 5:30

SUBJECT

RECOMMENDATION

Allow staff and consultant to explain the most recent analysis and proposed Pay Plan. Adopt proposed methodology and pay plan.

BACKGROUND

In a earlier work session regarding the compensation study, the Council agreed to use the 60th percentile as the pay range midpoint target. They also agreed on a pay range for the City Manager position. Staff and consultant subsequently met and agreed upon a method for determining pay ranges for the other management positions. This will be explained in the work session.
The attached 36-page document, "Compensation Analysis and Pay Plan", will be the basis for the presentation and discussion. Staff would like to note the following pages for the Council to review in advance:

- **Pages 1-6: Job Valuation documents.** If the Council wants to better understand how each position was valued, these are the pertinent pages, showing the four main factors and sub-factors used, and a matrix showing the points assigned to each position for each main factor and sub-factor, and total points for each position.
- **Pages 26-30: Current pay range comparisons with market.** These pages compare Centerville's current pay range minimums, midpoints and maximums with the 60th percentile market target. Page 27 indicates, in general, that midpoints for non-management positions fall below the market an average of 6.6%, and management positions fall below an average of 18.1%
- **Pages 34-36: Proposed Pay Plan.** These pages show the Proposed Pay Plan pay ranges and compares midpoints with the current pay ranges. The midpoints of only two Proposed Pay Plan pay ranges fall below the midpoints of current pay plan ranges--$454 below for the Apprentice Mechanic position (currently not used); and $1218 below for the Accounting Tech II position.
- **Pages 35-36: Least Cost Implementation.** This table shows that the annual cost of bringing any employees up to the minimum of the new pay ranges is only $3,851. In other words, all but a few of the current employees are paid within the new pay ranges.

The "Executive Summary" was recently updated by the consultant from the one provided to the Council at an earlier work session. This Executive Summary has been updated to reflect the revised methodology as will be discussed during the work session.

ATTACHMENTS:

Description

- Compensation Analysis and Pay Plan
- Executive Summary 2-15-19

Factor I- Job Knowledge 35%

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KNOWLEDGE, SKILLS & ABILITIES / FORMAL EDUCATION & TRAINING	A Minimal Formal Education.	B Graduation From High School Or GED.	C High School, GED & up to 1 Year Of Job Related Training or Education.	D 2 Years Of Job Related Training, or Associate Degree.	E 4 Years of job related training, Or Bachelor's Degree.	F 4 yr. degree plus 1 Year Of Graduate Work.	G 2 Years Of Graduate Work, Masters Degree Or Equivalent.	H Extensive Graduate Work Beyond Masters.
1. Unskilled. Ability to follow simple oral instructions. Reading and performing simple mathematical computations may be required. May need a basic understanding of the use of common office equipment or basic hand and power tools.	**0.55** 0.57	0.60 **0.63** 0.66	0.69 **0.72** 0.76			***Additional points are awarded for required experience as a percentage of the points awarded for Job Knowledge:***		
2. Semi-skilled. Proficiency in the use of simple equipment. Knowledge of general office procedures, practice or operations. Proficient in math, reading, keyboard operations, common office equipment or basic hand and power tools.	0.68 **0.71** 0.74	0.78 **0.82** 0.86	0.89 **0.94** 0.98	1.03 **1.08** 1.13		**Up to one (1) year of experience...5%** **Two (2) years of experience.....10%** **Three (3) years of experience.....15%** **Four (4) years of experience.....20%** **Five (5) years of experience.....25%** **Six (6) years of experience.....30%** **Seven (7) years of experience.....35%** **Eight (8) years of experience.....40%** **Over eight (8) years of experience...45%**		
3. Requires working level knowledge, skills, and abilities related to a broad range of either complex clerical or technical functions or apprentice level knowledge of a single funtion area or work specialization.	0.88 **0.92** 0.97	1.01 **1.06** 1.11	1.16 **1.22** 1.28	1.33 **1.40** 1.47	1.53 **1.61** 1.69			
4. Requires para-professional or full performance level of knowledge, skills, and abilities primarily related to a well defined discipline or vocational specialization. Journey level proficiency.	1.14 **1.20** 1.26	1.31 **1.38** 1.45	1.51 **1.58** 1.66	1.73 **1.82** 1.91	2.00 **2.09** 2.20			
5. Entry level professional KSA's utilizing techniques which require understanding of involved practices, principles and/or theory or mastery of a well defined discipline or vocational specialization.		1.71 **1.79** 1.88	1.96 **2.06** 2.16	2.26 **2.37** 2.49	2.59 **2.72** 2.86	2.98 **3.13** 3.29	3.43 **3.60** 3.78	3.94 **4.14** 4.35
6. Requires experienced professional level knowledge, skills, and abilities. High proficiency demonstrated through independent application of principles or theory. Creative work.			2.55 **2.68** 2.81	2.93 **3.08** 3.23	3.37 **3.54** 3.72	3.88 **4.07** 4.28	4.46 **4.68** 4.92	5.13 **5.38** 5.65
7. Highly developed, seasoned professional. Managerial KSA's, Mastery of involved practices, precedents, theory, principles.				3.81 **4.00**	4.38 **4.60** 4.83	5.04 **5.29** 5.56	5.80 **6.09** 6.39	6.67 **7.00**

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Factor II- Responsibility 35%

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CONTROLS OVER THE WORK \ ACCOUNTABILITY & ACCURACY	A	B	C	D	E	F
	Consequences of error produce little or no negative impact. Remedies are readily available within the context of the task being performed. Minimal loss of time to correct the error.	Errors normally result in loss of own time to correct or check. Quality of task completion impacted by need for accuracy related to repetitive tasks or operations.	Errors may result which affect one or more work group. Immediate Supervisors must remedy errors and generally assume full accountability. Impact may vary in severity.	Errors may result affecting multiple work units within a department or cause injury or operating problems difficult to correct. Financial/legal implications exist to some degree.	Errors may result affecting entire department(s). Consequences affect public image for an extended time period requiring considerable resources to correct. Financial/legal implications are serious.	Errors may result which affect the entire organization. Consequences severely affect organizational efficiency. Public image severely damaged. Impact demands executive action. Extensive Financial/legal implications
1. Clear, detailed and specific instructions given for both one-of-a-kind and repetitious tasks; work is closely controlled through the structured nature of the work, by circumstances in which it is performed, or through review of the supervisor.		1.16 **1.22** 1.28	1.51 **1.58** 1.66	1.96 **2.06** 2.16		
	0.94 0.98					
2. Continuing or individual assignments. Supervisor specifies limitations, quality and quantity of work expected, deadlines and priorities. There is some freedom allowed in selecting methods to be used, but are limited.	1.03 **1.08** 1.13	1.33 **1.40** 1.47	1.73 **1.82** 1.91	2.26 **2.37** 2.49	2.93 **3.08** 3.23	
3. The work is strictly controlled by practices and procedures which are covered by well defined policy; work is performed without direct supervision but is reviewed periodically by the supervisor.	1.18 **1.24** 1.30	1.53 **1.61** 1.69	2.00 **2.09** 2.20	2.59 **2.72** 2.86	3.37 **3.54** 3.72	
4. The work is subject to policies, practices, and procedures. Some freedom is allowed in the application of policy or procedure. The supervisor sets the overall objectives and identifies available resources. Employee in consultation with supervisor develops projects and deadlines.		1.76 **1.85** 1.95	2.29 **2.41** 2.53	2.98 **3.13** 3.29	3.88 **4.07** 4.28	5.04 **5.29** 5.56
5. Work is performed under managerial direction with the individual determining what, when, and how the work is done. Establishes unit or program goals & objectives			2.64 **2.77** 2.91	3.43 **3.60** 3.78	4.46 **4.68** 4.92	5.80 **6.09** 6.39
6. These jobs by their very nature and size, are broadly subject to general goals and objectives. Work is performed under broad guidance of policy makers. Much autonomy and freedom to act is essential to job effectiveness.				3.94 **4.14** 4.35	5.13 **5.38** 5.65	6.67 **7.00**

Additional points are awarded for budet & supervisory responsibility and public contacts as a percentage of the points awarded for responsibility:

SUPERVISION: **I. Serves as leadworker of one unit, crew, or group.....5% II. Performs as first-line supervisor. Is responsible for quality and quantity. Schedules and assigns work.....10%. III. Supervises more than one group performing similar functions. Has general responsibility for project completion.....20%. IV. Supervises a small department. Determines priorities. Delegates through subordinate supervisors. Hires & Disciplines.....30%. V. Supervises a large department. Determines priorities. Delegates through subordinate supervisors. Hires & Disciplines.....40%.**

PUBLIC CONTACTS: **I. Minimal public contact, assistance requested requires referral to senior worker or supervisor....5% II. recurring routine contacts with the public or workers in other units requiring exchange of factual information or explanation.....10% III. Contacts with internal or external customers regarding routine administrative or technical matters.....15%. IV. Contacts with internal or external customers in developing and soliciting cooperative relationships.....20% V. Contacts with internal or external customers with significant impact on programs, projects or policies....25%. VI. Contacts with legislative, executive or judicial officials affecting the purpose of the organization...30%.**

BUDGET: **I. Secondary responsibility to implement and monitor the budget of a section or division.....5%. II. Primary responsibility to prepare and administer a budget .....10%. II. Primary responsibility to prepare and administer a large budget .....20%.**

Factor III- Difficulty of Work 20%

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JUDGMENT & DECISIONS REQUIRED / COMPLEXITY & VARIETY OF WORK	A	B	C	D	E	F
	Little or no judgment or decisionmaking. Decisions limited to routine steps in perfroming well defined tasks or in determining the speed at which to perform.	Decisions are few and directly related to a well defined process. Requires some judgment in selecting variations in sequence of steps, operations or procedures.	Decisions are frequent but related to a well defined process. Judgment is required to select most suitable procedure from more than one process alternative.	Decisions are varied and based upon practice or policy. Employee required to make interpretative judgments when necessary to deviate from standard methods. Determines use of resources.	Decisions are varied based upon broad principles and guidelines. Judgment required to determine program direction and options for policy implementation.	Makes technical and complex decisions based upon research. Judgments must be made without existing guidelines. Creates policy affecting the entire organization.
1. The work consists of a few tasks or functions that are clear cut and directly related. Action to be taken or responses to be made are readily available. There is little variation in the work.	**0.54** 0.56	0.59 **0.62** 0.65				
2. The work consists of duties involving more than one sequence of steps. Variations in the work stem from differences in the source of information, kinds of transactions, entries or other factual situations.	0.66 **0.70** 0.73	0.76 **0.80** 0.84	0.88 **0.92** 0.97			
3. The Work consists of various duties involving different processes and methods. Choices to be considered differ with the subject, phase, or issues involving each assignment.	0.86 **0.91** 0.95	0.99 **1.04** 1.09	1.14 **1.20** 1.26	1.31 **1.38** 1.45		
4. Aspects of the work involve conditions and elements that must be identified and analyzed to discern interrelationships and deviations from standards in a specialty field or discipline. Tasks require development of goals and objectives based upon existing interpretation of established policies, rules and guidelines.		1.29 **1.35** 1.42	1.48 **1.56** 1.63	1.70 **1.79** 1.88	1.96 **2.06** 2.16	2.25 **2.37** 2.49
5. The work consists of independent assignments with varying duties which comprise a primary level of responsibility. Factors to be considered involve the assessment of unusual circumstances, variations in approach, incomplete or conflicting data, and incompatible results. The work requires the development and implementation of program options.		1.68 **1.76** 1.85	1.93 **2.02** 2.12	2.22 **2.33** 2.44	2.55 **2.68** 2.81	2.93 **3.08** 3.23
6. The work consists of a variety of duties involving a broad range of activities or depth of analysis to develop and implement organization-wide goals and policies.				2.88 **3.02** 3.18	3.31 **3.48** 3.65	3.81 **4.00**

Award additional points for stress as a percentage of points awarded for difficulty of work: This sub-factor attempts to recognizes the degree of mental or emotional fatigue or stress inherent to the job and sustained through concentration, work pressures or critical incidents (CIS syndrome). Consider the cycle, duration, and intensity sustained. Consider the need to deal with the public over controversial issues, the responsibility for problem resolution and the need to meet time deadlines:

SOME- 5% MODERATE- 10% CONSIDERABLE- 15% MULTI-FUNCTION- 20% CRITICAL INCIDENT- 25%

Factor IV- Work Environment 10%

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PHYSICAL EFFORT / WORKING CONDITIONS	A	B	C	D
	Effort is minimal and is exerted only for short, intermitted periods. Effort involves light lifting of tools,objects, and working materials. May involve light pushing, pulling, reaching, bending. Requires normal hearing and visual acuity. Normally performs in seated position. Occasional standing for short durations.	Effort is exerted occasionally for short periods of time. Strain periodic but not prolonged. Moderate lifting, pushing, pulling, bending. More than normal visual and hearing acuity for precision work. Normally performs in abnormal sitting or standing positions. Moderate Manual dexterity required.	Effort is exerted regularly for sustained periods of time. Strain may be for frequent or moderate duration. Moderately heavy lifting, pushing, pulling. Considerable crouching, stooping or lying in prone position, Some strain on sight and hearing. Performs in abnormal positions. High Manual dexterity required.	Effort is prolonged and frequent. Strain may be extended in duration. Effort involves heavy lifting (90 lbs), pushing, pulling with excessive crouching, stooping or lying in prone position. Could involve intense strain on sight and hearing. High manual dexterity be required.
1. No observable hazards or threat to health or safety. Adequate working conditions with at least minimum environmental conditions to assure the comfort of most workers.	**0.60**	0.66 **0.69** 0.72	0.75 **0.79** 0.83	0.87 **0.91** 0.96
2. Minimum hazardous working conditions. Minor threat to health and/or safety. Generally adequate working conditions with minimum environmental conditions to assure comfort. Traveling in an automobile may be a regular part of the job.	0.74 **0.78** 0.82	0.85 **0.89** 0.94	0.98 **1.03** 1.08	1.13 **1.18** 1.24
3. Occasional exposure to hazardous work conditions (noise, fumes, heights, slippery, vibrations, moving parts, disease etc.). Moderate exposure to dust, grease, temperature changes, noise, inadequate lighting, inclement weather, etc. Periodic conditions which involve chance of injury.	0.96 **1.01** 1.06	1.11 **1.16** 1.22	1.27 **1.34** 1.40	1.47 **1.54** 1.62
4. Daily exposure to hazardous work conditions. Prolonged and frequent exposure to dust, grease, extreme temperature, or severe outdoor weather conditions. Recurring conditions which involve chance of injury.	1.25 **1.32** 1.38	1.44 **1.51** 1.59	1.66 **1.74** 1.83	1.90 **2.00**

Hazard Uncertainty

I- For positions having tasks that place employees in historically uncertain and emergency life threatening situations (i.e., Fire, Police) add 100% to the base points awarded above for work environment.

II- For positions having tasks that place employees in historically dangerous situations with chance of sever injury or fatality due to performance errors (i.e., Power) add 75% to the base points awarded above for work environment.

III- For positions which require the operation of maintenance or service equipment on city/county roadways, add 50%.

IV- For positions exposing worker to known environmental hazards or threats, but are mitigated through common practice or policy, add 25%.

V- ,For positions requiring regular and frequent travel, whether local or regional, primarily by automobile, add 10%.

Centerville Job Valuation

By Rank Order

Job Code	Department	Job Title	Factor I					Factor II				Factor III		Factor IV		Job Value
			Job Knowledge	Years Exper.	Certs, License	Multi Certs	Annual Recert	Respon-sibility	Super-vision	Public Cont.	Budget	Difficulty Of Work	Stress	Work Environ	Haz-ard	
100	EXECUTIVE	CITY MANAGER	6.09	2.43	0.00	0.00	0.00	7.00	2.80	2.10	1.40	3.81	0.57	0.60	0.00	26.80
500	POLICE	POLICE CHIEF	4.60	1.84	0.69	0.00	0.23	5.38	2.15	1.35	1.08	2.68	0.67	1.01	1.01	22.69
105	EXECUTIVE/LEGAL	CITY ATTORNEY	5.38	2.15	1.08	0.00	0.27	7.00	0.00	2.10	0.35	3.08	0.46	0.60	0.00	22.47
600	PUBLIC WORKS	PUBLIC WORKS DIRECTOR	4.60	1.84	0.23	0.00	0.00	4.92	1.97	1.23	0.98	2.68	0.40	1.01	0.10	19.96
700	MANAGEMENT SERVICES	MANAGEMENT SERVICES DIRECTOR	4.60	1.84	0.00	0.00	0.00	4.68	1.40	1.40	0.94	2.68	0.54	0.60	0.00	18.68
200	COMMUNITY DEVELOPMENT	COMMUNITY DEVELOPMENT DIRECTOR	4.60	1.84	0.69	0.00	0.23	4.92	0.98	1.23	0.49	2.33	0.47	0.60	0.00	18.38
400	PARKS & RECREATION	PARKS & RECREATION DIRECTOR	4.38	1.53	0.00	0.00	0.00	4.68	1.87	1.17	0.47	2.33	0.35	1.01	0.10	17.90
505	POLICE	LIEUTENANT	3.72	1.49	0.56	0.37	0.19	4.07	1.22	0.81	0.41	2.33	0.58	1.01	1.01	17.77
605	PUBLIC WORKS	DEPUTY PUBLIC WORKS DIRECTOR	3.08	1.23	0.46	0.00	0.00	4.07	0.81	0.81	0.41	2.33	0.35	1.16	0.29	15.01
610	PUBLIC WORKS	WATER SUPERVISOR	2.06	0.82	0.31	0.21	0.10	3.60	0.36	0.54	0.36	1.79	0.27	1.51	0.76	12.69
508	POLICE	SERGEANT	2.06	0.62	0.31	0.21	0.10	2.41	0.24	0.48	0.00	1.79	0.45	1.51	1.51	11.69
620	PUBLIC WORKS	STREET SUPERVISOR	2.06	0.62	0.10	0.00	0.00	2.91	0.29	0.44	0.29	1.70	0.26	1.51	0.76	10.94
514	POLICE	MASTER POLICE OFFICER	2.06	0.93	0.31	0.21	0.10	2.09	0.10	0.21	0.00	1.26	0.31	1.51	1.51	10.61
405	PARKS & RECREATION	PARKS SUPERVISOR	1.96	0.49	0.10	0.20	0.00	3.13	0.63	0.47	0.00	1.56	0.16	1.51	0.38	10.58
205	COMMUNITY DEVELOPMENT	ASSISTANT CITY PLANNER	3.54	0.71	0.00	0.00	0.00	2.41	0.00	0.48	0.00	1.79	0.36	0.60	0.00	9.89
645	PUBLIC WORKS	MASTER MECHANIC	2.06	0.62	0.31	0.21	0.10	2.41	0.12	0.36	0.00	1.56	0.16	1.34	0.33	9.57
635	PUBLIC WORKS	DRAINAGE UTILITY SUPERVISOR	1.82	0.27	0.27	0.18	0.09	2.41	0.12	0.60	0.24	1.79	0.27	1.16	0.29	9.53
515	POLICE	PATROL OFFICER III	1.58	0.40	0.24	0.16	0.08	2.09	0.10	0.21	0.00	1.26	0.31	1.51	1.51	9.46
615	PUBLIC WORKS	LEAD WATER MAINTENANCE OPERATOR	1.79	0.54	0.27	0.18	0.09	2.20	0.11	0.22	0.00	1.56	0.16	1.51	0.76	9.38
519	POLICE	IT LEAD/POLICE RECORDS OFFICER	2.86	0.43	0.00	0.00	0.00	2.53	0.00	0.51	0.00	1.79	0.36	0.89	0.00	9.37
725	MANAGEMENT SERVICES	CITY TREASURER	2.37	0.59	0.12	0.00	0.12	2.72	0.27	0.41	0.00	1.79	0.36	0.60	0.00	9.35
730	MANAGEMENT SERVICES	ACCOUNTANT II	3.54	0.53	0.00	0.00	0.00	2.20	0.11	0.33	0.11	1.56	0.16	0.60	0.00	9.13
640	PUBLIC WORKS	GIS MANAGER/IT SUPPORT TECHNICIAN	2.86	0.43	0.00	0.00	0.00	2.53	0.13	0.38	0.13	1.56	0.16	0.82	0.08	9.06
511	POLICE	SCHOOL RESOURCE OFFICER	1.28	0.19	0.19	0.00	0.06	2.53	0.13	0.38	0.00	1.48	0.37	1.16	1.16	8.94
619	PUBLIC WORKS	WATER ELECTRICIAN	1.91	0.48	0.29	0.00	0.10	2.09	0.10	0.31	0.00	1.56	0.16	1.34	0.33	8.67
516	POLICE	PATROL OFFICER II	1.28	0.19	0.19	0.00	0.06	2.09	0.10	0.21	0.00	1.20	0.30	1.51	1.51	8.66
625	PUBLIC WORKS	LEAD STREET MAINTENANCE OPERATOR	1.79	0.45	0.09	0.00	0.00	2.00	0.10	0.20	0.00	1.56	0.16	1.51	0.76	8.60
130	EXECUTIVE	CITY RECORDER	1.91	0.29	0.10	0.00	0.10	2.77	0.14	0.42	0.00	1.56	0.16	0.60	0.00	8.03
206	COMMUNITY DEVELOPMENT	PLANNER II	2.86	0.29	0.00	0.00	0.00	2.09	0.00	0.31	0.00	1.56	0.23	0.60	0.00	7.94
616	PUBLIC WORKS	WATER MAINTENANCE OPERATOR III	1.38	0.28	0.21	0.14	0.07	1.91	0.10	0.19	0.00	1.20	0.18	1.51	0.76	7.91
517	POLICE	PATROL OFFICER I	1.16	0.06	0.17	0.00	0.06	1.82	0.00	0.18	0.00	1.14	0.29	1.51	1.51	7.90
646	PUBLIC WORKS	JOURNEY MECHANIC	1.58	0.32	0.24	0.16	0.08	2.09	0.10	0.21	0.00	1.20	0.12	1.34	0.33	7.77
300	JUSTICE COURT	COURT CLERK SUPERVISOR	1.45	0.29	0.07	0.00	0.07	2.41	0.24	0.36	0.24	1.79	0.18	0.60	0.00	7.70
415	PARKS & RECREATION	RECREATION COORDINATOR	1.40	0.14	0.00	0.00	0.00	2.41	0.24	0.48	0.12	1.45	0.22	0.89	0.09	7.44
626	PUBLIC WORKS	STREET MAINTENANCE OPERATOR III	1.38	0.28	0.07	0.00	0.00	1.82	0.09	0.09	0.00	1.20	0.12	1.51	0.76	7.31
731	MANAGEMENT SERVICES	ACCOUNTANT I	2.72	0.14	0.00	0.00	0.00	1.91	0.00	0.29	0.00	1.26	0.13	0.60	0.00	7.04
410	PARKS & RECREATION	PARKS MAINTENANCE SPECIALIST III	1.38	0.28	0.07	0.00	0.00	1.82	0.09	0.09	0.00	1.20	0.06	1.51	0.38	6.87
207	COMMUNITY DEVELOPMENT	PLANNER I	2.59	0.00	0.00	0.00	0.00	1.82	0.00	0.27	0.00	1.29	0.19	0.60	0.00	6.77
520	POLICE	EMERGENCY MANAGEMENT/ADMINISTRATIVE ASSISTANT	1.22	0.06	0.06	0.12	0.00	2.29	0.00	0.46	0.00	1.48	0.22	0.78	0.00	6.70
617	PUBLIC WORKS	WATER MAINTENANCE OPERATOR II	1.06	0.16	0.16	0.11	0.05	1.47	0.00	0.07	0.00	1.04	0.16	1.51	0.76	6.55
525	POLICE	DISPATCHER/LEAD	1.66	0.42	0.08	0.00	0.00	2.09	0.10	0.21	0.00	1.20	0.12	0.60	0.00	6.48
160	EXECUTIVE/WHITAKER	WHITAKER MUSEUM DIRECTOR	1.06	0.11	0.00	0.00	0.00	2.09	0.10	0.42	0.21	1.56	0.16	0.69	0.00	6.39
528	POLICE	DISPATCHER II/COMMUNITY LIAISON	1.58	0.24	0.08	0.00	0.00	2.09	0.00	0.42	0.00	1.20	0.12	0.60	0.00	6.33
310	JUSTICE COURT	COURT CLERK III	1.38	0.28	0.07	0.00	0.07	2.09	0.10	0.31	0.00	1.20	0.12	0.60	0.00	6.22
627	PUBLIC WORKS	STREET MAINTENANCE OPERATOR II	1.06	0.16	0.05	0.00	0.00	1.40	0.00	0.07	0.00	1.04	0.10	1.51	0.76	6.16
210	COMMUNITY DEVELOPMENT	PLANNING & ZONING TECHNICIAN	1.22	0.12	0.06	0.00	0.06	2.09	0.00	0.31	0.00	1.20	0.12	0.60	0.00	5.79
647	PUBLIC WORKS	APPRENTICE MECHANIC	1.22	0.12	0.06	0.00	0.00	1.40	0.00	0.07	0.00	1.04	0.05	1.34	0.33	5.64

Job Value

Job Code	Department	Job Title	Factor I					Factor II				Factor III		Factor IV		
			Job Knowledge	Years Exper.	Certs, License	Multi Certs	Annual Recert	Respon-sibility	Super-vision	Public Cont.	Budget	Difficulty Of Work	Stress	Work Environ	Haz-ard	Job Value
411	PARKS & RECREATION	PARKS MAINTENANCE SPECIALIST II	1.06	0.11	0.00	0.00	0.00	1.40	0.00	0.07	0.00	1.04	0.05	1.51	0.38	5.62
618	PUBLIC WORKS	WATER MAINTENANCE OPERATOR I	0.82	0.04	0.04	0.00	0.00	1.28	0.00	0.06	0.00	0.80	0.12	1.51	0.76	5.43
526	POLICE	DISPATCHER II	1.51	0.23	0.08	0.00	0.00	1.82	0.00	0.18	0.00	0.92	0.09	0.60	0.00	5.43
732	MANAGEMENT SERVICES	ACCOUNTING TECHNICIAN II	1.82	0.18	0.00	0.00	0.00	1.40	0.00	0.21	0.00	1.09	0.11	0.60	0.00	5.42
628	PUBLIC WORKS	STREET MAINTENANCE OPERATOR I	0.82	0.04	0.04	0.00	0.00	1.22	0.00	0.06	0.00	0.80	0.08	1.51	0.76	5.33
311	JUSTICE COURT	COURT CLERK II	1.06	0.11	0.05	0.00	0.05	1.82	0.00	0.27	0.00	1.04	0.10	0.60	0.00	5.11
425	PARKS & RECREATION	BUILDING CUSTODIAN	0.82	0.04	0.00	0.00	0.00	1.40	0.07	0.21	0.00	0.80	0.08	1.16	0.29	4.87
529	POLICE	DISPATCHER I/COMMUNITY LIAISON	0.98	0.00	0.00	0.00	0.00	1.82	0.00	0.36	0.00	0.92	0.09	0.60	0.00	4.78
527	POLICE	DISPATCHER I	0.94	0.00	0.00	0.00	0.00	1.58	0.00	0.16	0.00	0.88	0.09	0.60	0.00	4.25
412	PARKS & RECREATION	PARKS MAINTENANCE SPECIALIST I	0.82	0.04	0.00	0.00	0.00	0.94	0.00	0.05	0.00	0.70	0.03	1.51	0.15	4.23
312	JUSTICE COURT	COURT CLERK I	0.82	0.04	0.04	0.00	0.04	1.58	0.00	0.24	0.00	0.80	0.08	0.60	0.00	4.23
733	MANAGEMENT SERVICES	ACCOUNTING TECHNICIAN I	1.22	0.06	0.00	0.00	0.00	1.22	0.00	0.18	0.00	0.73	0.07	0.60	0.00	4.08
150	EXECUTIVE/CITY WIDE	ADMINISTRATIVE ASSISTANT	0.82	0.04	0.00	0.00	0.00	1.40	0.00	0.21	0.00	0.92	0.09	0.60	0.00	4.08

Centerville 2018 Survey Data

Job ID#	Pop.	Survey Participant	Survey/Participant Title	Job Value	Range Minimum	Range Midpoint	Range Maximum	60% Mid	Average Actual	Range %	Last Update
125	10 to 20	HIGHLAND	CITY ADMINISTRATOR/COMMUNITY DEVELOPMENT DIRECTOR	**26.80**	$116,126	$142,495	$168,864	**$124,167**	$111,395	45.4%	Aged 1@3%
125	20 to 30	AMERICAN FORK	CITY ADMINISTRATOR	**26.80**	$115,794	$144,743	$173,691	**$124,167**	$131,329	50.0%	08/15/2018
125	10 to 20	NORTH SALT LAKE	CITY MANAGER	**26.80**	$103,865	$123,678	$148,414	**$124,167**	$148,414	44.0%	09/27/2018
125	20 to 30	FARMINGTON	CITY MANAGER	**26.80**	$102,976	$128,850	$154,725	**$124,167**	$151,482	50.3%	Aged 1@3%
125	20 to 30	MIDVALE	CITY MANAGER	**26.80**	$102,007	$132,855	$163,703	**$124,167**	$160,056	60.5%	08/23/2018
125	10 to 20	BRIGHAM CITY	CITY ADMINISTRATOR	**26.80**	$100,899	$126,124	$151,349	**$124,167**	$121,710	50.0%	08/24/2018
125	20 to 30	HOLLADAY	CITY MANAGER	**26.80**	$100,006	$130,250	$160,493	**$124,167**	$134,608	60.5%	08/10/2018
125	10 to 20	SARATOGA SPRINGS	CITY MANAGER	**26.80**	$99,764	$122,211	$144,657	**$124,167**	$134,054	45.0%	08/27/2018
125	20 to 30	SPRINGVILLE	CITY ADMINISTRATOR	**26.80**	$98,808	$126,567	$154,326	**$124,167**	$147,534	56.2%	09/07/2018
125	20 to 30	PLEASANT GROVE	CITY ADMINISTRATOR	**26.80**	$97,412	$116,895	$140,274	**$124,167**	$140,274	44.0%	02/28/2018
125	10 to 20	WOODS CROSS	CITY ADMINISTRATOR	**26.80**	$96,011	$115,213	$138,256	**$124,167**	$138,256	44.0%	05/14/2018
125	10 to 20	RIVERDALE	CITY ADMINISTRATOR	**26.80**	$93,766	$122,158	$150,550	**$124,167**	$120,474	60.6%	07/12/2018
125	10 to 20	BLUFFDALE	CITY MANAGER	**26.80**	$93,245	$114,729	$136,213	**$124,167**	$128,250	46.1%	11/19/2018
125	10 to 20	LINDON	CITY ADMINISTRATOR	**26.80**	$92,914	$116,023	$139,131	**$124,167**	$126,090	49.7%	03/29/2018
125	10 to 20	PAYSON	CITY MANAGER	**26.80**	$92,310	$115,284	$138,258	**$124,167**	$118,732	49.8%	11/30/2018
125	20 to 30	CLINTON	CITY MANAGER/RECORDER	**26.80**	$89,898	$110,428	$130,957	**$124,167**	$133,611	45.7%	08/23/2018
125	20 to 30	SYRACUSE	CITY MANAGER	**26.80**	$86,646	$108,165	$129,684	**$124,167**	$101,075	49.7%	08/22/2018
125	10 to 20	SOUTH OGDEN	CITY MANAGER	**26.80**	$72,592	$106,288	$139,983	**$124,167**	$114,941	92.8%	11/26/2018
1740	10 to 20	NORTH SALT LAKE	POLICE CHIEF	**22.69**	$98,663	$118,396	$142,075	**$104,534**	$142,075	44.0%	09/27/2018
1740	10 to 20	SARATOGA SPRINGS	POLICE CHIEF	**22.69**	$88,437	$108,336	$128,235	**$104,534**	$10,568	45.0%	09/06/2018
1740	10 to 20	BRIGHAM CITY	POLICE CHIEF	**22.69**	$86,252	$107,816	$129,379	**$104,534**	$105,351	50.0%	09/06/2018
1740	20 to 30	AMERICAN FORK	POLICE CHIEF	**22.69**	$86,199	$107,750	$129,300	**$104,534**	$107,750	50.0%	08/15/2018
1740	20 to 30	SPRINGVILLE	POLICE CHIEF	**22.69**	$83,217	$104,743	$126,269	**$104,534**	$119,870	51.7%	09/07/2018
1740	10 to 20	RIVERDALE	POLICE CHIEF	**22.69**	$81,827	$108,940	$136,053	**$104,534**	$110,531	66.3%	08/10/2018
1740	20 to 30	FARMINGTON	POLICE CHIEF	**22.69**	$78,564	$98,412	$118,260	**$104,534**	$116,422	50.5%	Aged 1@3%
1740	20 to 30	SYRACUSE	POLICE CHIEF	**22.69**	$77,685	$96,988	$116,291	**$104,534**	$101,405	49.7%	08/23/2018
1740	20 to 30	SOUTH SALT LAKE	POLICE CHIEF	**22.69**	$77,393	$103,697	$130,000	**$104,534**	$123,870	68.0%	03/27/2018
1740	10 to 20	PAYSON	POLICE CHIEF	**22.69**	$76,898	$95,223	$113,547	**$104,534**	$98,079	47.7%	11/30/2018
1740	10 to 20	WOODS CROSS	POLICE CHIEF	**22.69**	$75,608	$94,986	$114,364	**$104,534**	$111,419	51.3%	05/14/2018
1740	10 to 20	LINDON	POLICE CHIEF	**22.69**	$74,901	$93,538	$112,174	**$104,534**	$93,517	49.8%	04/14/2018
1740	10 to 20	SOUTH OGDEN	POLICE CHIEF	**22.69**	$74,713	$91,988	$109,262	**$104,534**	$100,568	46.2%	11/26/2018
1740	20 to 30	CLINTON	POLICE CHIEF	**22.69**	$70,512	$86,622	$102,731	**$104,534**	$105,161	45.7%	08/23/2018
1025	10 to 20	SARATOGA SPRINGS	CITY ATTORNEY	**22.47**	$93,960	$115,101	$136,242	**$109,861**	$119,595	45.0%	08/27/2018
1025	10 to 20	PAYSON	CITY ATTORNEY	**22.47**	$91,998	$110,739	$129,480	**$109,861**	$114,061	40.7%	11/30/2018
1025	20 to 30	SPRINGVILLE	CITY ATTORNEY	**22.47**	$88,115	$111,556	$134,996	**$109,861**	$134,922	53.2%	09/07/2018
1025	10 to 20	BLUFFDALE	CITY ATTORNEY	**22.47**	$86,338	$106,233	$126,127	**$109,861**	$114,500	46.1%	11/19/2018
1025	20 to 30	PLEASANT GROVE	CITY ATTORNEY (DEPARTMENT HEAD)	**22.47**	$86,200	$103,440	$124,129	**$109,861**	$124,129	44.0%	02/28/2018
1025	10 to 20	LINDON	CITY ATTORNEY/CHIEF LEGAL COUNSEL	**22.47**	$85,155	$106,351	$127,546	**$109,861**	$106,351	49.8%	08/27/2018
1025	10 to 20	SOUTH OGDEN	CITY ATTORNEY	**22.47**	$83,383	$114,700	$146,016	**$109,861**	$118,518	75.1%	11/26/2018
1025	20 to 30	SYRACUSE	CITY ATTORNEY	**22.47**	$83,383	$103,665	$123,947	**$109,861**	$91,273	48.6%	08/22/2018
1025	20 to 30	SOUTH SALT LAKE	CITY ATTORNEY	**22.47**	$53,955	$99,194	$144,432	**$109,861**	$100,160	167.7%	03/27/2018
2025	10 to 20	BRIGHAM CITY	PUBLIC WORKS DIRECTOR	**19.96**	$86,252	$107,816	$129,379	**$99,907**	$107,187	50.0%	09/04/2018
2025	10 to 20	NORTH SALT LAKE	PUBLIC WORKS DIRECTOR	**19.96**	$85,827	$106,471	$127,115	**$99,907**	$96,663	48.1%	09/27/2018
2025	20 to 30	SPRINGVILLE	PUBLIC WORKS DIRECTOR	**19.96**	$83,217	$104,743	$126,269	**$99,907**	$119,870	51.7%	09/07/2018
2025	10 to 20	RIVERDALE	PUBLIC WORKS DIRECTOR	**19.96**	$82,846	$110,375	$137,904	**$99,907**	$118,456	66.5%	08/13/2018
2025	20 to 30	AMERICAN FORK	PUBLIC WORKS DIRECTOR	**19.96**	$81,416	$101,770	$122,124	**$99,907**	$101,770	50.0%	08/15/2018
2025	10 to 20	PAYSON	PUBLIC WORKS DIRECTOR/COMMUNITY DEVELOPMENT DIRECT	**19.96**	$79,061	$97,084	$115,107	**$99,907**	$100,007	45.6%	11/30/2018
2025	20 to 30	FARMINGTON	PUBLIC WORKS DIRECTOR	**19.96**	$78,564	$98,412	$118,260	**$99,907**	$115,646	50.5%	Aged 1@3%
2025	10 to 20	WOODS CROSS	PUBLIC WORKS DIRECTOR	**19.96**	$75,608	$94,986	$114,364	**$99,907**	$114,364	51.3%	05/14/2018
2025	10 to 20	LINDON	DIRECTOR OF PUBLIC WORKS	**19.96**	$74,901	$93,538	$112,174	**$99,907**	$108,451	49.8%	04/14/2018
2025	10 to 20	SOUTH OGDEN	PUBLIC WORKS DIRECTOR	**19.96**	$72,814	$99,441	$126,068	**$99,907**	$104,728	73.1%	11/26/2018
2025	20 to 30	SYRACUSE	PUBLIC WORKS DIRECTOR	**19.96**	$72,671	$90,784	$108,897	**$99,907**	$106,543	49.8%	08/23/2018
2025	20 to 30	CLINTON	PUBLIC WORKS DIRECTOR	**19.96**	$70,513	$86,622	$102,731	**$99,907**	$101,890	45.7%	08/23/2018
2025	10 to 20	BLUFFDALE	PUBLIC WORKS DIRECTOR	**19.96**	$68,538	$84,328	$100,119	**$99,907**	$87,210	46.1%	11/19/2018
165	10 to 20	BLUFFDALE	ADMINISTRATIVE SERVICES DIRECTOR	**18.68**	$86,338	$106,233	$126,127	**$104,179**	$117,990	46.1%	11/19/2018
165	20 to 30	SYRACUSE	ADMINISTRATIVE SERVICES DIRECTOR	**18.68**	$83,383	$103,665	$123,947	**$104,179**	$105,922	48.6%	08/22/2018
165	20 to 30	AMERICAN FORK	COMMUNITY SERVICES DIRECTOR	**18.68**	$73,669	$92,086	$110,503	**$104,179**	$92,086	50.0%	08/15/2018
335	20 to 30	SPRINGVILLE	COMMUNITY DEVELOPMENT DIRECTOR	**18.38**	$83,217	$104,743	$126,269	**$94,162**	$88,691	51.7%	09/07/2018
335	20 to 30	HOLLADAY	COMMUNITY DEVELOPMENT DIR	**18.38**	$80,995	$105,487	$129,979	**$94,162**	$110,320	60.5%	08/10/2018
335	10 to 20	NORTH SALT LAKE	COMMUNITY DEVELOPMENT DIRECTOR	**18.38**	$80,829	$100,257	$119,685	**$94,162**	$91,024	48.1%	09/27/2018
335	10 to 20	PAYSON	PUBLIC WORKS DIRECTOR/COMMUNITY DEVELOPMENT DIRECT	**18.38**	$79,061	$97,084	$115,107	**$94,162**	$100,007	45.6%	11/30/2018
335	10 to 20	BRIGHAM CITY	COUMMUNITY DEVELOPMENT MANAGER	**18.38**	$76,488	$95,610	$114,732	**$94,162**	$95,892	50.0%	08/28/2018
335	20 to 30	CLINTON	COMMUNITY DEVELOPMENT DIRECTOR	**18.38**	$74,048	$90,959	$107,869	**$94,162**	$84,152	45.7%	08/23/2018

335	10 to 20	BLUFFDALE	CITY PLANNER/ECONOMIC DEVELOPMENT DIRECTOR	**18.38**	$74,021	$91,073	$108,125	**$94,162**	$100,548	46.1%	11/19/2018
335	20 to 30	FARMINGTON	CITY PLANNER/COMMUNITY DEVEL DIRECTOR	**18.38**	$73,411	$91,990	$110,569	**$94,162**	$111,147	50.6%	Aged 1@3%
335	10 to 20	WOODS CROSS	COMMUNITY DEVELOPMENT DIRECTOR	**18.38**	$70,669	$88,782	$106,894	**$94,162**	$106,894	51.3%	05/14/2018
335	20 to 30	SYRACUSE	COMMUNITY & ECONOMIC DEVELOPMENT DIRECTOR	**18.38**	$70,375	$87,919	$105,462	**$94,162**	$87,919	49.9%	08/22/2018
335	20 to 30	SOUTH SALT LAKE	COMMUNITY DEVELOPMENT DIRECTOR	**18.38**	$67,299	$87,489	$107,678	**$94,162**	$102,211	60.0%	03/23/2018
335	10 to 20	RIVERDALE	COMMUNITY DEVELOPMENT DIRECTOR	**18.38**	$65,749	$88,109	$110,469	**$94,162**	$97,302	68.0%	07/12/2018
1250	20 to 30	FARMINGTON	LEISURE SERVICES DIRECTOR	**17.90**	$73,411	$91,990	$110,569	**$87,732**	$97,457	50.6%	Aged 1@3%
1250	20 to 30	SYRACUSE	PARKS & RECREATION DIRECTOR	**17.90**	$72,671	$90,784	$108,897	**$87,732**	$88,620	49.8%	08/23/2018
1250	20 to 30	SPRINGVILLE	PARKS & RECREATION DIRECTOR	**17.90**	$70,628	$86,926	$103,224	**$87,732**	$83,824	46.2%	09/07/2018
1250	20 to 30	AMERICAN FORK	PARKS & RECREATION DIRECTOR	**17.90**	$70,616	$88,270	$105,923	**$87,732**	$88,270	50.0%	08/15/2018
1250	10 to 20	LINDON	PARKS & RECREATION DIRECTOR	**17.90**	$67,267	$83,991	$100,714	**$87,732**	$86,507	49.7%	04/14/2018
1250	10 to 20	PAYSON	RECREATION DIRECTOR	**17.90**	$65,562	$81,401	$97,240	**$87,732**	$85,097	48.3%	11/30/2018
1250	20 to 30	CLINTON	RECREATION DIRECTOR	**17.90**	$61,006	$74,942	$88,878	**$87,732**	$76,555	45.7%	08/23/2018
1535	10 to 20	NORTH SALT LAKE	ASSISTANT POLICE CHIEF	**17.77**	$80,829	$100,257	$119,685	**$96,226**	$92,838	48.1%	09/27/2018
1535	20 to 30	SYRACUSE	ASSISTANT POLICE CHIEF	**17.77**	$77,685	$95,218	$112,751	**$96,226**	$94,322	45.1%	08/22/2018
1535	10 to 20	BRIGHAM CITY	ASSISTANT POLICE CHIEF	**17.77**	$73,233	$91,542	$109,850	**$96,226**	$90,325	50.0%	08/24/2018
2020	10 to 20	NORTH SALT LAKE	ASSISTANT PUBLIC WORKS DIRECTOR	**15.01**	$71,895	$89,178	$106,460	**$84,915**	$82,576	48.1%	09/27/2018
2020	10 to 20	SOUTH OGDEN	PUBLIC WORKS ASSISTANT DIRECTOR	**15.01**	$67,617	$87,910	$108,202	**$84,915**	$78,582	60.0%	11/26/2018
2020	20 to 30	AMERICAN FORK	ASSISTANT DIRECTOR/ENGINEER	**15.01**	$58,350	$72,937	$87,524	**$84,915**	$72,937	50.0%	08/15/2018
2020	20 to 30	CLINTON	PUBLIC WORKS ASSISTANT DIRECTOR	**15.01**	$58,136	$71,417	$84,698	**$84,915**	$79,168	45.7%	08/23/2018
2195	50+	SALT LAKE CITY	OPERATIONS & MAINTENANCE SUPERINTENDANT	**12.69**	$80,362	$109,734	$139,106	**$66,173**	$104,249	73.1%	09/04/2018
2195	30 to 40	MURRAY	WATER SUPERINTENDENT	**12.69**	$67,579	$85,041	$102,502	**$66,173**	$88,400	51.7%	08/23/2018
2195	50+	OREM	WATER SECTION MANAGER	**12.69**	$64,345	$80,432	$96,518	**$66,173**	$96,510	50.0%	07/12/2018
2084	30 to 40	RIVERTON	STORM WATER MANAGER	**12.69**	$63,898	$76,986	$90,074	**$66,173**	$90,064	41.0%	11/05/2018
2195	50+	SOUTH JORDAN	WATER MANAGER	**12.69**	$62,189	$75,250	$88,310	**$66,173**	$75,690	42.0%	09/04/2018
2195	NA	TAYLORSVILLE-BENNION SP	WATER SUPERVISOR	**12.69**	$58,619	$73,274	$87,929	**$66,173**	$79,949	50.0%	01/23/2018
2084	30 to 40	MIDVALE	STORM DRAIN MANAGER	**12.69**	$56,018	$71,423	$86,828	**$66,173**	$58,240	55.0%	08/23/2018
2195	40 to 50	DRAPER	WATER MANAGER	**12.69**	$52,603	$68,328	$84,053	**$66,173**	$64,893	59.8%	08/14/2018
2084	50+	SOUTH JORDAN	STORM DRAIN MANAGER	**12.69**	$56,408	$68,254	$80,099	**$66,173**	$53,722	42.0%	11/20/2018
2084	20 to 30	SOUTH SALT LAKE	STORMWATER DIVISION MANAGER	**12.69**	$53,995	$67,836	$81,677	**$66,173**	$66,406	51.3%	03/27/2018
2195	30 to 40	TOOELE	WATER DISTRIBUTION SUPERVISOR	**12.69**	$53,271	$65,064	$76,858	**$66,173**	$60,896	44.3%	07/11/2018
2084	30 to 40	MURRAY	STORM WATER SUPERVISOR	**12.69**	$51,667	$65,011	$78,354	**$66,173**	$70,990	51.7%	08/23/2018
2195	50+	LAYTON	WATER SUPERVISOR	**12.69**	$53,972	$64,767	$75,561	**$66,173**	$65,229	40.0%	07/17/2018
2084	30 to 40	ROY	FOREMAN STORM	**12.69**	$51,792	$64,751	$77,709	**$66,173**	$64,067	50.0%	07/14/2018
2195	10 to 20	LINDON	WATER SUPERINTENDENT	**12.69**	$51,334	$64,137	$76,939	**$66,173**	$75,317	49.9%	04/20/2018
2084	20 to 30	AMERICAN FORK	WATER SUPERINTENDENT	**12.69**	$51,031	$63,789	$76,546	**$66,173**	$63,789	50.0%	08/15/2018
2195	10 to 20	HIGHLAND	WATER SUPERINTENDENT	**12.69**	$51,915	$63,470	$75,024	**$66,173**	$53,195	44.5%	Aged 1@3%
2195	NA	ROY WATER CONSERVANCY	OPERATIONS SUPERVISOR	**12.69**	$47,262	$62,353	$77,445	**$66,173**	$72,727	63.9%	Aged 2@5%
2195	30 to 40	BOUNTIFUL	MAINTENANCE SUPERVISOR	**12.69**	$48,797	$62,234	$75,670	**$66,173**	$72,070	55.1%	08/29/2018
2195	20 to 30	SYRACUSE	WATER SUPERINTENDENT	**12.69**	$50,752	$61,391	$72,030	**$66,173**	$62,026	41.9%	09/04/2018
2084	30 to 40	SPANISH FORK	STORMWATER COORD/MANAGER (SWMP ADMINISTRATOR)	**12.69**	$48,277	$60,341	$72,405	**$66,173**	$51,293	50.0%	10/26/2018
2195	30 to 40	HERRIMAN	WATER SUPERVISOR	**12.69**	$48,498	$59,884	$71,271	**$66,173**	$62,085	47.0%	Aged 1@3%
2195	10 to 20	NORTH OGDEN	WATER SUPERINTENDENT	**12.69**	$47,205	$58,298	$69,391	**$66,173**	$51,584	47.0%	03/27/2018
2084	10 to 20	LINDON	STORM WATER SUPERINTENDENT	**12.69**	$46,134	$57,595	$69,056	**$66,173**	$64,126	49.7%	04/20/2018
2195	10 to 20	BLUFFDALE	WATER SUPERINTENDENT	**12.69**	$46,646	$57,393	$68,140	**$66,173**	$57,620	46.1%	11/19/2018
1765	20 to 30	SOUTH SALT LAKE	POLICE SERGEANT	**11.69**	$58,297	$64,612	$70,926	**$69,894**	$70,623	21.7%	03/23/2018
1765	30 to 40	KAYSVILLE	POLICE SERGEANT	**11.69**	$49,532	$64,957	$80,382	**$69,894**	$64,957	62.3%	Aged 1@3%
1765	30 to 40	ROY	POLICE SERGEANT	**11.69**	$52,125	$65,146	$78,166	**$69,894**	$69,108	50.0%	07/14/2018
1765	20 to 30	SYRACUSE	POLICE SERGEANT	**11.69**	$52,645	$65,219	$77,792	**$69,894**	$70,928	47.8%	08/23/2018
1765	0 to 10	WEST BOUNTIFUL	POLICE / SHERIFF SERGEANT	**11.69**	$53,983	$65,394	$76,805	**$69,894**	$63,991	42.3%	07/27/2018
1765	50+	UTAH COUNTY	SERGEANT - ENFORCEMENT (3091)	**11.69**	$56,481	$65,551	$74,620	**$69,894**	$66,385	32.1%	01/05/2018
1765	50+	PROVO	POLICE SERGEANT	**11.69**	$55,306	$65,773	$76,240	**$69,894**	$72,145	37.9%	08/22/2018
1765	20 to 30	FARMINGTON	POLICE SERGEANT	**11.69**	$53,856	$66,755	$79,654	**$69,894**	$64,184	47.9%	Aged 1@3%
1765	10 to 20	RIVERDALE	POLICE SERGEANT	**11.69**	$52,624	$66,935	$81,245	**$69,894**	$73,242	54.4%	08/10/2018
1765	50+	OGDEN	POLICE SERGEANT	**11.69**	$62,240	$67,526	$72,812	**$69,894**	$66,618	17.0%	09/11/2018
1765	10 to 20	LINDON	POLICE SERGEANT	**11.69**	$54,205	$67,704	$81,203	**$69,894**	$81,203	49.8%	04/14/2018
1765	10 to 20	WOODS CROSS	POLICE / SHERIFF SERGEANT	**11.69**	$53,937	$67,761	$81,585	**$69,894**	$69,760	51.3%	05/14/2018
1765	50+	LAYTON	POLICE SERGEANT	**11.69**	$56,552	$67,863	$79,173	**$69,894**	$74,343	40.0%	07/17/2018
1765	20 to 30	CLINTON	POLICE SERGEANT	**11.69**	$55,349	$67,996	$80,642	**$69,894**	$63,399	45.7%	08/23/2018
1765	50+	SALT LAKE CITY	POLICE SERGEANT	**11.69**	$55,451	$68,243	$81,035	**$69,894**	$78,604	46.1%	11/07/2018
1765	50+	TOOELE COUNTY	DEPUTY SERGEANT	**11.69**	$61,572	$68,354	$75,136	**$69,894**	$62,686	22.0%	01/12/2018
1765	30 to 40	BOUNTIFUL	POLICE SERGEANT	**11.69**	$53,810	$68,630	$83,450	**$69,894**	$70,616	55.1%	09/04/2018
1765	10 to 20	BRIGHAM CITY	POLICE SERGEANT	**11.69**	$59,213	$68,968	$78,722	**$69,894**	$67,474	32.9%	09/04/2018
1765	10 to 20	SOUTH OGDEN	POLICE SERGEANT	**11.69**	$63,500	$69,299	$75,098	**$69,894**	$72,701	18.3%	11/26/2018
1765	20 to 30	AMERICAN FORK	POLICE SERGEANT	**11.69**	$55,632	$69,540	$83,448	**$69,894**	$69,540	50.0%	08/15/2018
1765	20 to 30	SPRINGVILLE	POLICE / SHERIFF SERGEANT	**11.69**	$57,990	$69,808	$81,625	**$69,894**	$58,095	40.8%	09/07/2018
1765	30 to 40	COTTONWOOD HEIGHTS	POLICE SERGEANT	**11.69**	$57,728	$69,894	$82,059	**$69,894**	$79,151	42.1%	10/23/2018
1765	50+	WEST VALLEY	POLICE SERGEANT	**11.69**	$58,509	$69,917	$81,325	**$69,894**	$77,211	39.0%	08/23/2018
1765	30 to 40	CLEARFIELD	SERGEANT	**11.69**	$58,739	$70,481	$82,222	**$69,894**	$69,784	40.0%	06/26/2018
1765	50+	WEST JORDAN	POLICE SERGEANT	**11.69**	$58,644	$70,586	$82,529	**$69,894**	$82,529	40.7%	08/30/2018

1765	50+	DAVIS COUNTY	SERGEANT	**11.69**	$55,786	$71,001	$86,216	**$69,894**	$64,745	54.5%	07/20/2018
1765	10 to 20	SARATOGA SPRINGS	PATROL SERGEANT	**11.69**	$59,332	$71,198	$85,438	**$69,894**	$71,198	44.0%	09/06/2018
1765	50+	SOUTH JORDAN	POLICE SERGEANT	**11.69**	$67,296	$73,244	$79,191	**$69,894**	$77,374	17.7%	09/05/2018
1765	40 to 50	DRAPER	POLICE SERGEANT	**11.69**	$65,728	$73,310	$80,891	**$69,894**	$71,713	23.1%	08/14/2018
1765	10 to 20	NORTH SALT LAKE	POLICE SERGEANT	**11.69**	$67,655	$73,414	$79,172	**$69,894**	$80,663	17.0%	09/27/2018
1765	50+	OREM	POLICE SERGEANT	**11.69**	$58,774	$73,468	$88,161	**$69,894**	$66,602	50.0%	07/12/2018
1765	30 to 40	SPANISH FORK	SERGEANT	**11.69**	$59,550	$74,433	$89,315	**$69,894**	$78,749	50.0%	10/26/2018
1765	30 to 40	TOOELE	POLICE SERGEANT	**11.69**	$68,578	$74,680	$80,781	**$69,894**	$72,539	17.8%	11/15/2018
1765	30 to 40	MURRAY	SERGEANT	**11.69**	$60,029	$75,546	$91,062	**$69,894**	$81,735	51.7%	08/23/2018
1765	50+	SANDY	POLICE SERGEANT - 36403	**11.69**	$76,170	$82,639	$89,107	**$69,894**	$80,893	17.0%	08/29/2018
1765	50+	LEHI	SERGEANT	**11.69**	$67,639	$82,858	$98,077	**$69,894**	$74,935	45.0%	12/11/2018
2040	50+	TOOELE COUNTY	SUPERVISOR ROAD	**10.94**	$53,187	$59,041	$64,894	**$54,966**	$54,788	22.0%	01/12/2018
2040	40 to 50	DRAPER	STREETS AND STORM WATER MANAGER	**10.94**	$52,603	$68,328	$84,053	**$54,966**	$76,547	59.8%	08/14/2018
2040	30 to 40	RIVERTON	STREETS FOREMAN	**10.94**	$51,376	$59,740	$68,104	**$54,966**	$57,845	32.6%	11/05/2018
2040	30 to 40	BOUNTIFUL	STREET MAINTENANCE FOREMAN	**10.94**	$48,797	$62,234	$75,670	**$54,966**	$65,479	55.1%	08/30/2018
2040	50+	WEST JORDAN	STREET MAINTENANCE CREW SUPERVISOR	**10.94**	$48,778	$59,103	$69,427	**$54,966**	$69,427	42.3%	08/30/2018
2040	30 to 40	MURRAY	STREETS FIELD SUPERVISOR	**10.94**	$48,547	$61,100	$73,653	**$54,966**	$73,653	51.7%	08/27/2018
2040	30 to 40	SPANISH FORK	STREETS AND STORMWATER FOREMAN	**10.94**	$48,277	$60,341	$72,405	**$54,966**	$68,640	50.0%	10/26/2018
2040	50+	UTAH COUNTY	ROADS SUPERVISOR (7023)	**10.94**	$48,002	$55,690	$63,377	**$54,966**	$55,690	32.0%	01/05/2018
2040	20 to 30	FARMINGTON	STREETS CREW LEADER	**10.94**	$47,584	$58,917	$70,249	**$54,966**	$65,736	47.6%	Aged 1@3%
2040	NA	WEBER BASIN WATER	SUPERVISOR OF SPECIAL PROJECTS	**10.94**	$46,913	$59,127	$71,341	**$54,966**	$61,058	52.1%	Aged 2@5%
2040	50+	LEHI	STREET MAINTENANCE FOREMAN	**10.94**	$46,334	$56,758	$67,183	**$54,966**	$58,952	45.0%	07/31/2018
2040	30 to 40	MIDVALE	STREETS/PARKS FOREMAN	**10.94**	$45,126	$56,360	$67,594	**$54,966**	$50,960	49.8%	08/23/2018
2040	10 to 20	NORTH SALT LAKE	STREETS FOREMAN	**10.94**	$44,561	$54,966	$65,371	**$54,966**	$59,975	46.7%	09/27/2018
2040	50+	TOOELE COUNTY	SUPERVISOR	**10.94**	$43,951	$48,787	$53,622	**$54,966**	$52,338	22.0%	01/12/2018
2040	50+	LEHI	STREETS PAVEMENT MANAGER	**10.94**	$43,587	$53,394	$63,201	**$54,966**	$55,692	45.0%	07/31/2018
2040	30 to 40	MURRAY	LEADWORKER - CITY	**10.94**	$43,493	$54,746	$65,998	**$54,966**	$61,790	51.7%	08/27/2018
2040	30 to 40	EAGLE MOUNTAIN	STREET SUPERVISOR	**10.94**	$43,450	$53,009	$62,568	**$54,966**	$48,506	44.0%	02/22/2018
2040	50+	WEST VALLEY	CREW LEADER	**10.94**	$43,400	$56,898	$70,396	**$54,966**	$54,140	62.2%	08/23/2018
2040	50+	WEST VALLEY	CREW LEADER	**10.94**	$43,400	$56,898	$70,396	**$54,966**	$54,140	62.2%	08/23/2018
2040	50+	SOUTH JORDAN	STREET/STORM DRAIN LEAD WORKER	**10.94**	$42,092	$50,932	$59,771	**$54,966**	$50,262	42.0%	09/05/2018
2040	50+	DAVIS COUNTY	CREWLEADER	**10.94**	$42,058	$53,498	$64,938	**$54,966**	$64,938	54.4%	07/20/2018
2040	50+	DAVIS COUNTY	CREWLEADER	**10.94**	$42,058	$53,498	$64,938	**$54,966**	$64,938	54.4%	07/20/2018
2040	50+	DAVIS COUNTY	CREWLEADER	**10.94**	$42,058	$53,498	$64,938	**$54,966**	$64,938	54.4%	07/20/2018
2040	50+	PROVO	STREETS MAINTENANCE FOREMAN	**10.94**	$41,270	$49,081	$56,891	**$54,966**	$55,504	37.9%	08/21/2018
2040	50+	PROVO	STREETS MAINTENANCE FOREMAN	**10.94**	$41,270	$49,081	$56,891	**$54,966**	$55,504	37.9%	08/21/2018
2040	50+	PROVO	STREETS MAINTENANCE FOREMAN	**10.94**	$41,270	$49,081	$56,891	**$54,966**	$55,504	37.9%	08/21/2018
2040	20 to 30	SPRINGVILLE	STREETS LEAD WORKER	**10.94**	$41,240	$52,484	$63,728	**$54,966**	$52,904	54.5%	09/07/2018
2040	20 to 30	PLEASANT GROVE	STREETS/STORM DRAIN - INSPECTOR/OPERATOR II	**10.94**	$40,993	$49,192	$59,030	**$54,966**	$49,192	44.0%	02/28/2018
2040	30 to 40	KAYSVILLE	LEADWORKER	**10.94**	$40,833	$53,554	$66,274	**$54,966**	$53,554	62.3%	Aged 1@3%
2040	30 to 40	ROY	STREETS FOREMAN	**10.94**	$40,248	$50,295	$60,341	**$54,966**	$43,098	49.9%	07/14/2018
2040	30 to 40	TOOELE	STREETS MAINT TECH III/LEAD	**10.94**	$39,814	$48,628	$57,442	**$54,966**	$46,418	44.3%	07/11/2018
2040	40 to 50	BOX ELDER COUNTY	LEAD ROAD FOREMAN	**10.94**	$38,698	$50,208	$61,717	**$54,966**	$51,275	59.5%	08/09/2018
2040	50+	LAYTON	STREETS LEAD WORKER	**10.94**	$38,462	$46,159	$53,855	**$54,966**	$52,394	40.0%	07/17/2018
2040	50+	SANDY	STREETS CREW LEADER - 30515 (ALSO MATCHED TO 1900)	**10.94**	$36,920	$45,781	$54,642	**$54,966**	$54,530	48.0%	08/29/2018
2040	30 to 40	HERRIMAN	STREETS TECHNICIAN III/LEAD	**10.94**	$36,846	$46,068	$55,290	**$54,966**	$52,124	50.1%	Aged 1@3%
2040	20 to 30	AMERICAN FORK	STREET LEAD MAINTENANCE OPERATOR	**10.94**	$36,178	$45,223	$54,268	**$54,966**	$45,223	50.0%	08/15/2018
1762	30 to 40	COTTONWOOD HEIGHTS	POLICE OFFICER, MASTER	**10.61**	$62,112	$75,201	$88,291	**$63,131**	$86,560	42.1%	10/16/2018
1762	50+	SOUTH JORDAN	MASTER POLICE OFFICER	**10.61**	$60,374	$62,934	$65,494	**$63,131**	$65,299	8.5%	09/05/2018
1762	50+	WEST VALLEY	POLICE OFFICER 1ST CLASS	**10.61**	$55,611	$64,089	$72,567	**$63,131**	$67,354	30.5%	08/23/2018
1762	30 to 40	MURRAY	MASTER POLICE OFFICER	**10.61**	$50,794	$63,919	$77,043	**$63,131**	$75,749	51.7%	08/23/2018
1762	10 to 20	WOODS CROSS	MASTER POLICE OFFICER	**10.61**	$47,121	$59,198	$71,275	**$63,131**	$61,657	51.3%	05/14/2018
1762	0 to 10	SANTAQUIN	MASTER POLICE OFFICER	**10.61**	$44,723	$54,971	$65,218	**$63,131**	$53,269	45.8%	02/02/2018
1762	10 to 20	SOUTH OGDEN	POLICE OFFICER, MASTER	**10.61**	$43,778	$56,889	$70,000	**$63,131**	$65,291	59.9%	11/26/2018
1762	10 to 20	NORTH OGDEN	MASTER POLICE OFFICER	**10.61**	$41,801	$51,624	$61,447	**$63,131**	$51,048	47.0%	03/27/2018
1225	50+	UTAH COUNTY	PARKS MAINTENANCE SUPERVISOR (8879)	**10.58**	$49,129	$57,005	$64,880	**$54,496**	$57,005	32.1%	01/05/2018
1225	50+	PROVO	GROUNDS MAINTENANCE SUPERVISOR	**10.58**	$47,775	$56,817	$65,859	**$54,496**	$58,494	37.9%	08/29/2018
1225	50+	WEST JORDAN	PARKS MAINTENANCE CREW SUPERVISOR	**10.58**	$47,597	$57,670	$67,743	**$54,496**	$57,408	42.3%	08/30/2018
1225	50+	SALT LAKE CITY	DISTRICT SUPERVISOR	**10.58**	$46,982	$64,079	$81,175	**$54,496**	$59,481	72.8%	11/07/2018
1225	50+	WEST VALLEY	PARKS CONSTRUCTION MANAGER	**10.58**	$46,941	$61,541	$76,141	**$54,496**	$68,980	62.2%	08/23/2018
1225	30 to 40	MURRAY	PARKS FIELD SUPERVISOR	**10.58**	$44,824	$56,431	$68,037	**$54,496**	$68,338	51.8%	08/27/2018
1225	30 to 40	EAGLE MOUNTAIN	PARK/CEMETERY SUPERVISOR	**10.58**	$44,388	$54,154	$63,919	**$54,496**	$47,840	44.0%	02/22/2018
1225	20 to 30	SOUTH SALT LAKE	PARKS DIVISION MANAGER	**10.58**	$44,371	$55,746	$67,121	**$54,496**	$48,480	51.3%	03/23/2018
1225	50+	OGDEN	MAINTENANCE SUPERVISOR	**10.58**	$44,216	$52,318	$60,420	**$54,496**	$51,804	36.6%	09/11/2018
1225	50+	LAYTON	PARK MAINTENANCE SUPERVISOR	**10.58**	$43,706	$52,447	$61,188	**$54,496**	$46,504	40.0%	07/17/2018
1225	30 to 40	SPANISH FORK	PARK MAINTENANCE SUPERVISOR	**10.58**	$43,347	$54,184	$65,021	**$54,496**	$54,184	50.0%	10/26/2018
1225	50+	SALT LAKE COUNTY	AREA MAINT SPV	**10.58**	$43,248	$54,060	$64,872	**$54,496**	$52,265	50.0%	06/22/2018
1225	50+	SANDY	PARKS AREA SUPERVISOR - 30609,30610,30611	**10.58**	$42,536	$52,749	$62,962	**$54,496**	$56,227	48.0%	08/29/2018
1225	20 to 30	HOLLADAY	PARKS SUPERVISOR	**10.58**	$42,494	$53,030	$63,565	**$54,496**	$56,089	49.6%	08/10/2018

1225	30 to 40	TOOELE	PARKS MAINTENANCE SUPERVISOR	**10.58**	$42,192	$51,533	$60,873	**$54,496**	$50,184	44.3%	07/11/2018
1225	10 to 20	PAYSON	PARKS FOREMAN	**10.58**	$40,914	$49,900	$58,885	**$54,496**	$55,338	43.9%	11/30/2018
1225	20 to 30	AMERICAN FORK	PARK SUPERVISOR	**10.58**	$40,418	$50,523	$60,627	**$54,496**	$50,523	50.0%	08/15/2018
1225	30 to 40	BOUNTIFUL	PARKS MAINTENANCE SUPERVISOR/ASST CEMETERY SUP	**10.58**	$40,123	$51,210	$62,296	**$54,496**	$51,247	55.3%	08/30/2018
385	50+	TOOELE COUNTY	PLANNER III	**9.89**	$61,562	$68,345	$75,129	**$66,868**	$62,183	22.0%	01/12/2018
385	50+	SALT LAKE COUNTY	PLANNING SPV	**9.89**	$58,834	$73,542	$88,250	**$66,868**	$76,000	50.0%	06/22/2018
385	30 to 40	RIVERTON	PLANNER II	**9.89**	$56,691	$65,920	$75,149	**$66,868**	$75,149	32.6%	11/05/2018
385	50+	OREM	LONG RANGE PLANNER-PLANNER	**9.89**	$53,684	$67,105	$80,526	**$66,868**	$63,161	50.0%	07/12/2018
385	50+	SANDY	SENIOR PLANNER - 30655	**9.89**	$52,749	$65,406	$78,062	**$66,868**	$65,406	48.0%	08/29/2018
385	50+	WEST JORDAN	ASSOCIATE PLANNER	**9.89**	$52,519	$63,641	$74,764	**$66,868**	$60,197	42.4%	08/30/2018
385	50+	SALT LAKE CITY	PRINCIPAL PLANNER	**9.89**	$51,803	$70,689	$89,574	**$66,868**	$65,844	72.9%	11/07/2018
385	50+	UTAH COUNTY	PLANNER II (2040)	**9.89**	$51,464	$59,741	$68,019	**$66,868**	$57,025	32.2%	01/05/2018
385	10 to 20	BRIGHAM CITY	ASSOCIATE PLANNER & COMPLIANCE OFFICER CODE SERVICES	**9.89**	$51,059	$59,471	$67,882	**$66,868**	$53,101	32.9%	08/24/2018
1760	30 to 40	TOOELE	POLICE OFFICER III	**9.46**	$58,837	$64,409	$69,981	**$58,030**	$61,066	18.9%	11/15/2018
1760	50+	LEHI	POLICE OFFICER III	**9.46**	$58,136	$71,217	$84,297	**$58,030**	$59,927	45.0%	12/11/2018
1760	10 to 20	SOUTH OGDEN	POLICE OFFICER III	**9.46**	$55,000	$60,666	$66,331	**$58,030**	$59,209	20.6%	11/26/2018
1760	50+	TOOELE COUNTY	DEPUTY SHERIFF III	**9.46**	$53,212	$59,051	$64,890	**$58,030**	$54,272	21.9%	01/12/2018
1760	10 to 20	NORTH SALT LAKE	POLICE OFFICER III / MASTER POLICE OFFICER	**9.46**	$53,014	$61,211	$69,408	**$58,030**	$59,752	30.9%	09/27/2018
1760	50+	SALT LAKE CITY	POLICE OFFICER III	**9.46**	$52,062	$60,455	$68,848	**$58,030**	$66,822	32.2%	11/07/2018
1760	30 to 40	CLEARFIELD	POLICE OFFICER III	**9.46**	$51,064	$61,287	$71,510	**$58,030**	$61,941	40.0%	06/26/2018
1760	30 to 40	MURRAY	MASTER POLICE OFFICER	**9.46**	$50,794	$63,919	$77,043	**$58,030**	$75,749	51.7%	08/23/2018
1760	50+	WEST JORDAN	POLICE OFFICER III	**9.46**	$50,550	$60,831	$71,112	**$58,030**	$70,965	40.7%	08/30/2018
1760	20 to 30	PLEASANT GROVE	DETECTIVE	**9.46**	$49,987	$59,984	$71,981	**$58,030**	$59,984	44.0%	02/28/2018
1760	10 to 20	BRIGHAM CITY	POLICE OFFICER III	**9.46**	$49,814	$58,020	$66,226	**$58,030**	$54,390	32.9%	09/04/2018
1760	50+	LAYTON	PO III DETECTIVE	**9.46**	$49,100	$58,920	$68,740	**$58,030**	$61,732	40.0%	07/16/2018
1760	50+	LAYTON	POLICE OFFICER III	**9.46**	$49,100	$58,920	$68,740	**$58,030**	$61,743	40.0%	07/17/2018
1760	30 to 40	SPANISH FORK	PATROL OFFICER II	**9.46**	$48,277	$60,341	$72,405	**$58,030**	$63,294	50.0%	10/26/2018
1760	50+	PROVO	SENIOR POLICE OFFICER	**9.46**	$47,775	$56,817	$65,859	**$58,030**	$60,244	37.9%	08/22/2018
1760	20 to 30	PLEASANT GROVE	POLICE OFFICER / DEPUTY SHERIFF III	**9.46**	$47,545	$57,054	$68,465	**$58,030**	$57,054	44.0%	02/28/2018
1760	50+	UTAH COUNTY	DEPUTY SHERIFF - ENFORCEMENT (4016)	**9.46**	$46,902	$54,429	$61,955	**$58,030**	$54,409	32.1%	01/05/2018
1760	30 to 40	BOUNTIFUL	POLICE OFFICER III	**9.46**	$46,509	$59,291	$72,072	**$58,030**	$68,661	55.0%	09/04/2018
1760	10 to 20	RIVERDALE	POLICE OFFICER III	**9.46**	$45,781	$57,856	$69,930	**$58,030**	$62,823	52.7%	08/10/2018
1760	20 to 30	CLINTON	DETECTIVE/POLICE OFFICER	**9.46**	$45,614	$56,035	$66,456	**$58,030**	$56,035	45.7%	08/23/2018
1760	20 to 30	SYRACUSE	POLICE OFFICER III	**9.46**	$45,490	$55,318	$65,146	**$58,030**	$54,337	43.2%	08/23/2018
1760	0 to 10	WEST BOUNTIFUL	DETECTIVE/OFFICER II	**9.46**	$45,370	$54,385	$63,399	**$58,030**	$49,878	39.7%	07/27/2018
1760	20 to 30	FARMINGTON	CORPORAL / DETECTIVE	**9.46**	$44,726	$55,334	$65,943	**$58,030**	$61,922	47.4%	Aged 1@3%
1760	20 to 30	FARMINGTON	POLICE OFFICER III / CORPORAL	**9.46**	$44,726	$55,334	$65,943	**$58,030**	$51,387	47.4%	Aged 1@3%
1760	30 to 40	ROY	MASTER OFFICER	**9.46**	$44,366	$55,442	$66,518	**$58,030**	$61,799	49.9%	07/14/2018
1760	30 to 40	TOOELE	DETECTIVE	**9.46**	$44,302	$58,071	$71,841	**$58,030**	$61,350	62.2%	07/11/2018
1760	10 to 20	WOODS CROSS	POLICE OFFICER III	**9.46**	$44,043	$55,331	$66,619	**$58,030**	$49,427	51.3%	05/15/2018
1760	30 to 40	KAYSVILLE	POLICE DETECTIVE	**9.46**	$42,890	$56,248	$69,606	**$58,030**	$56,248	62.3%	Aged 1@3%
1760	30 to 40	KAYSVILLE	POLICE OFFICER III	**9.46**	$42,890	$56,248	$69,606	**$58,030**	$56,248	62.3%	Aged 1@3%
1760	0 to 10	TREMONTON	POLICE OFFICER III	**9.46**	$42,369	$56,212	$70,056	**$58,030**	$50,646	65.3%	08/13/2018
1760	50+	DAVIS COUNTY	DEPUTY SHERIFF II	**9.46**	$42,058	$53,498	$64,938	**$58,030**	$55,394	54.4%	07/20/2018
1760	10 to 20	NORTH OGDEN	DETECTIVE	**9.46**	$41,801	$51,624	$61,447	**$58,030**	$54,537	47.0%	03/27/2018
1760	10 to 20	SARATOGA SPRINGS	POLICE OFFICER III	**9.46**	$41,041	$49,250	$59,100	**$58,030**	$49,250	44.0%	09/06/2018
1760	0 to 10	TREMONTON	DETECTIVE	**9.46**	$40,161	$48,913	$57,665	**$58,030**	$52,961	43.6%	08/13/2018
1760	20 to 30	SYRACUSE	DETECTIVE	**9.46**	$39,395	$48,651	$57,907	**$58,030**	$48,651	47.0%	08/22/2018
1760	40 to 50	BOX ELDER COUNTY	DETECTIVE/DEPUTY III	**9.46**	$38,698	$50,208	$61,717	**$58,030**	$63,860	59.5%	08/09/2018
1760	0 to 10	MAPLETON	POLICE OFFICER / DEPUTY SHERIFF III	**9.46**	$37,127	$41,830	$46,533	**$58,030**	$41,375	25.3%	02/21/2018
1760	0 to 10	MAPLETON	POLICE CORPORAL	**9.46**	$37,057	$44,069	$51,080	**$58,030**	$47,043	37.8%	02/21/2018
2170	NA	JORDAN VALLEY WATER	PIPELINE MAINTNENACE LEAD	**9.38**	$48,093	$60,117	$72,140	**$51,535**	$58,899	50.0%	09/05/2018
2170	50+	WEST JORDAN	WATER SYSTEM LEAD	**9.38**	$47,596	$57,669	$67,742	**$51,535**	$64,143	42.3%	08/30/2018
2170	10 to 20	WOODS CROSS	PUBLIC SERVICES SUPERVISOR	**9.38**	$47,121	$59,198	$71,275	**$51,535**	$57,712	51.3%	05/14/2018
2170	30 to 40	BOUNTIFUL	WATER METERING SUPERVISOR	**9.38**	$46,509	$59,291	$72,072	**$51,535**	$72,072	55.0%	09/13/2018
2170	30 to 40	HERRIMAN	WATER OPERATOR III/LEAD	**9.38**	$46,506	$58,132	$69,759	**$51,535**	$57,865	50.0%	Aged 1@3%
2170	NA	TAYLORSVILLE-BENNION SP	WATER SYSTEM OPERATOR MASTER	**9.38**	$46,018	$57,523	$69,027	**$51,535**	$62,643	50.0%	01/23/2018
2170	30 to 40	MURRAY	LEADWORKER - UTILITIES	**9.38**	$43,534	$54,787	$66,040	**$51,535**	$55,557	51.7%	08/27/2018
2170	NA	ROY WATER CONSERVANCY	PIPELINE MAINTENANCE IV	**9.38**	$43,527	$57,428	$71,330	**$51,535**	$57,428	63.9%	Aged 2@5%
2170	50+	SALT LAKE CITY	SENIOR WATER DISTRIBUTION SYSTEMS OPERATOR	**9.38**	$43,340	$50,187	$57,033	**$51,535**	$57,033	31.6%	11/07/2018
2170	50+	PROVO	WATER SYSTEMS MAINTENANCE FOREMAN	**9.38**	$43,334	$51,535	$59,736	**$51,535**	$54,601	37.9%	08/21/2018
2170	50+	SOUTH JORDAN	WATER, SECONDARY WATER MAINTENANCE LEAD WORKERS, V	**9.38**	$42,092	$50,932	$59,771	**$51,535**	$54,222	42.0%	09/05/2018
2170	30 to 40	ROY	WATER FOREMAN	**9.38**	$41,267	$50,804	$60,341	**$51,535**	$57,820	46.2%	07/14/2018
2170	50+	LEHI	WATER OPERATOR LV	**9.38**	$40,565	$49,692	$58,819	**$51,535**	$55,739	45.0%	07/31/2018
2170	30 to 40	EAGLE MOUNTAIN	WATER SYSTEM OPERATOR IV	**9.38**	$40,340	$49,215	$58,090	**$51,535**	$42,848	44.0%	02/22/2018
2170	20 to 30	AMERICAN FORK	WATER SYSTEM LEAD OPERATOR	**9.38**	$39,878	$49,848	$59,817	**$51,535**	$49,848	50.0%	08/15/2018
2170	30 to 40	TOOELE	WATER DISTRIBUTION OPERATOR IV	**9.38**	$39,813	$48,628	$57,442	**$51,535**	$48,628	44.3%	07/11/2018
2170	50+	SANDY	WATER OPERATOR - 30539	**9.38**	$39,603	$49,109	$58,614	**$51,535**	$54,772	48.0%	08/29/2018
2170	30 to 40	KAYSVILLE	WATER LEADWORKER	**9.38**	$37,042	$48,578	$60,115	**$51,535**	$48,578	62.3%	Aged 1@3%

2170	50+	LAYTON	WATER SYSTEM WORKER IV/ PC TECH	**9.38**	$35,790	$42,951	$50,112	**$51,535**	$42,951	40.0%	07/17/2018
2170	50+	OGDEN	WATER MAINTENANCE TECHNICIAN II	**9.38**	$35,405	$41,893	$48,380	**$51,535**	$40,488	36.6%	09/11/2018
2170	20 to 30	SOUTH SALT LAKE	WATER TECH IV	**9.38**	$33,233	$41,754	$50,274	**$51,535**	$43,753	51.3%	03/27/2018
145	30 to 40	SPANISH FORK	TREASURER	**9.37**	$66,830	$83,543	$100,256	**$69,613**	$78,541	50.0%	10/26/2018
145	50+	LEHI	ASSISTANT FINANCE DIRECTOR (TREASURER)	**9.37**	$66,581	$81,561	$96,542	**$69,613**	$82,827	45.0%	07/31/2018
145	50+	OREM	TREASURY DIVISION MANAGER	**9.37**	$64,345	$80,432	$96,518	**$69,613**	$81,404	50.0%	07/11/2018
145	30 to 40	MURRAY	CITY TREASURER	**9.37**	$64,230	$80,850	$97,469	**$69,613**	$86,133	51.7%	08/23/2018
145	30 to 40	RIVERTON	CITY TREASURER	**9.37**	$63,898	$76,986	$90,074	**$69,613**	$68,964	41.0%	11/01/2018
145	0 to 10	NEPHI	TREASURER	**9.37**	$62,824	$69,741	$76,658	**$69,613**	$68,355	22.0%	Aged 2@5%
145	50+	SOUTH JORDAN	CITY TREASURER	**9.37**	$62,190	$75,250	$88,309	**$69,613**	$69,137	42.0%	08/20/2018
145	30 to 40	BOUNTIFUL	CITY TREASURER	**9.37**	$61,672	$78,655	$95,638	**$69,613**	$78,624	55.1%	08/30/2018
145	20 to 30	SPRINGVILLE	CITY TREASURER	**9.37**	$60,927	$74,912	$88,896	**$69,613**	$80,662	45.9%	09/07/2018
145	30 to 40	MIDVALE	CITY TREASURER	**9.37**	$60,589	$77,251	$93,913	**$69,613**	$61,589	55.0%	08/23/2018
145	20 to 30	PLEASANT GROVE	CITY TREASURER/HUMAN RESOURCES	**9.37**	$58,825	$70,590	$84,708	**$69,613**	$70,590	44.0%	02/28/2018
145	10 to 20	BRIGHAM CITY	TREASURER	**9.37**	$57,535	$71,919	$86,303	**$69,613**	$64,512	50.0%	09/06/2018
145	30 to 40	COTTONWOOD HEIGHTS	CITY TREASURER	**9.37**	$56,406	$68,822	$81,238	**$69,613**	$88,224	44.0%	10/16/2018
145	0 to 10	SANTAQUIN	ADMINISTRATIVE SERVICES DIRECTOR/TREASURER	**9.37**	$55,794	$69,101	$82,407	**$69,613**	$69,718	47.7%	02/02/2018
145	30 to 40	EAGLE MOUNTAIN	ASST FINANCE DIRECTOR/ TREASURER	**9.37**	$55,720	$67,979	$80,237	**$69,613**	$70,013	44.0%	02/22/2018
145	20 to 30	CLINTON	CITY TREASURER	**9.37**	$55,349	$67,846	$80,342	**$69,613**	$66,589	45.2%	08/23/2018
145	50+	LAYTON	CITY TREASURER	**9.37**	$53,738	$64,486	$75,233	**$69,613**	$59,671	40.0%	07/16/2018
145	10 to 20	PAYSON	CITY TREASURER	**9.37**	$53,414	$65,489	$77,563	**$69,613**	$67,442	45.2%	11/30/2018
145	40 to 50	DRAPER	TREASURER	**9.37**	$52,603	$68,328	$84,053	**$69,613**	$58,894	59.8%	08/14/2018
145	10 to 20	LINDON	TREASURER	**9.37**	$51,334	$64,137	$76,939	**$69,613**	$69,098	49.9%	03/29/2018
145	10 to 20	SARATOGA SPRINGS	CITY TREASURER	**9.37**	$48,494	$59,406	$70,317	**$69,613**	$59,406	45.0%	09/06/2018
145	0 to 10	MAPLETON	CITY TREASURER	**9.37**	$48,311	$49,479	$50,646	**$69,613**	$50,963	4.8%	02/21/2018
145	20 to 30	FARMINGTON	CITY TREASURER	**9.37**	$47,584	$58,917	$70,249	**$69,613**	$60,958	47.6%	Aged 1@3%
145	0 to 10	TREMONTON	TREASURER/BILLING LEAD	**9.37**	$44,809	$54,101	$63,393	**$69,613**	$62,173	41.5%	08/13/2018
145	10 to 20	WOODS CROSS	CITY TREASURER	**9.37**	$44,043	$55,331	$66,619	**$69,613**	$60,932	51.3%	05/15/2018
145	10 to 20	NORTH OGDEN	TREASURER	**9.37**	$42,532	$51,291	$60,049	**$69,613**	$53,377	41.2%	06/06/2018
145	10 to 20	SOUTH OGDEN	CITY TREASURER	**9.37**	$39,866	$56,354	$72,842	**$69,613**	$55,702	82.7%	11/26/2018
145	10 to 20	HIGHLAND	CITY TREASURER	**9.37**	$39,162	$47,817	$56,472	**$69,613**	$44,348	44.2%	Aged 1@3%
145	0 to 10	WASHINGTON TERRACE	CITY TREASURER/HR	**9.37**	$38,688	$48,818	$58,947	**$69,613**	$48,817	52.4%	08/09/2018
705	NA	WEBER FIRE DISTRICT	ADMINISTRATIVE SERVICES MANAGER	**9.03**	$58,584	$71,766	$84,947	**$56,729**	$71,781	45.0%	01/09/2018
705	NA	WEBER BASIN WATER	ACCOUNTANT & BUDGET OFFICER	**9.03**	$56,403	$72,109	$87,814	**$56,729**	$64,801	55.7%	02/14/2018
705	50+	SALT LAKE CITY	ACCOUNTANT III	**9.03**	$51,803	$70,689	$89,574	**$56,729**	$69,936	72.9%	11/07/2018
705	30 to 40	MURRAY	ACCOUNTANT III	**9.03**	$51,293	$64,564	$77,834	**$56,729**	$65,458	51.7%	08/23/2018
705	50+	WEST JORDAN	ACCOUNTANT	**9.03**	$48,778	$59,103	$69,427	**$56,729**	$54,585	42.3%	08/30/2018
705	50+	PROVO	ACCOUNTANT II	**9.03**	$47,775	$56,817	$65,859	**$56,729**	$58,210	37.9%	08/29/2018
705	50+	DAVIS COUNTY	ACCOUNTANT II	**9.03**	$47,112	$59,946	$72,779	**$56,729**	$65,000	54.5%	07/20/2018
705	50+	SOUTH JORDAN	ACCOUNTANT	**9.03**	$46,407	$56,153	$65,898	**$56,729**	$56,710	42.0%	08/15/2018
705	NA	JORDAN VALLEY WATER	ACCOUNTANT	**9.03**	$45,478	$55,710	$65,943	**$56,729**	$56,524	45.0%	08/29/2018
705	20 to 30	SPRINGVILLE	ACCOUNTANT II	**9.03**	$45,431	$54,580	$63,728	**$56,729**	$59,488	40.3%	09/07/2018
705	30 to 40	KAYSVILLE	ACCOUNTANT (JOURNEY LEVEL)	**9.03**	$44,926	$58,915	$72,905	**$56,729**	$58,915	62.3%	Aged 1@3%
705	30 to 40	TOOELE	ACCOUNTANT (JOURNEY LEVEL)	**9.03**	$44,744	$54,651	$64,557	**$56,729**	$48,675	44.3%	07/11/2018
705	NA	SOUTH DAVIS SEWER DISTR	ACCOUNTING CLERK INT	**9.03**	$44,216	$56,376	$68,536	**$56,729**	$68,536	55.0%	02/02/2018
705	NA	SOUTH VALLEY WATER REC	ACCOUNTING ASSISTANT	**9.03**	$43,546	$54,707	$65,867	**$56,729**	$65,867	51.3%	01/16/2018
705	30 to 40	SPANISH FORK	ACCOUNTANT	**9.03**	$43,347	$54,184	$65,021	**$56,729**	$54,184	50.0%	10/26/2018
705	50+	SANDY	ACCOUNTANT - 30364	**9.03**	$42,536	$52,749	$62,962	**$56,729**	$46,634	48.0%	08/30/2018
705	50+	LAYTON	ACCOUNTANT I	**9.03**	$40,844	$49,013	$57,182	**$56,729**	$43,481	40.0%	07/13/2018
705	50+	WEST VALLEY	ACCOUNTANT II	**9.03**	$40,126	$52,606	$65,086	**$56,729**	$47,980	62.2%	08/23/2018
705	30 to 40	ROY	ACCOUNTANT (JOURNEY LEVEL)	**9.03**	$36,712	$45,864	$55,016	**$56,729**	$44,282	49.9%	07/14/2018
490	50+	SALT LAKE CITY	GIS SYSTEMS MANAGER	**9.13**	$69,435	$82,118	$94,801	**$66,121**	$87,432	36.5%	11/07/2018
490	50+	PROVO	GIS ADMINISTRATOR	**9.13**	$64,024	$76,141	$88,257	**$66,121**	$81,956	37.8%	08/20/2018
490	10 to 20	BRIGHAM CITY	GIS III	**9.13**	$63,766	$74,271	$84,775	**$66,121**	$67,246	32.9%	09/05/2018
490	30 to 40	MURRAY	GIS MANAGER	**9.13**	$60,902	$76,638	$92,373	**$66,121**	$79,643	51.7%	08/23/2018
490	50+	WEST JORDAN	GIS ADMINISTRATOR	**9.13**	$59,431	$72,009	$84,586	**$66,121**	$84,586	42.3%	08/30/2018
490	50+	SOUTH JORDAN	GIS COORDINATOR	**9.13**	$59,228	$71,666	$84,104	**$66,121**	$83,159	42.0%	09/04/2018
490	40 to 50	DRAPER	GIS MANAGER	**9.13**	$57,866	$75,161	$92,456	**$66,121**	$70,142	59.8%	08/14/2018
490	20 to 30	FARMINGTON	GIS ADMINISTRATOR	**9.13**	$57,270	$72,201	$87,132	**$66,121**	$66,322	52.1%	Aged 1@3%
490	50+	WEST VALLEY	GIS ADMINISTRATOR	**9.13**	$57,111	$74,874	$92,637	**$66,121**	$77,932	62.2%	08/23/2018
490	NA	MT. OLYMPUS IMPROVEMEN	GIS ADMINISTRATOR	**9.13**	$56,851	$68,224	$79,597	**$66,121**	$79,597	40.0%	02/01/2018
490	30 to 40	RIVERTON	GIS TECHNICIAN	**9.13**	$56,691	$65,920	$75,149	**$66,121**	$68,578	32.6%	11/05/2018
490	50+	DAVIS COUNTY	GIS TEAM LEADER	**9.13**	$55,786	$71,001	$86,216	**$66,121**	$78,728	54.5%	07/20/2018
490	50+	OGDEN	GIS SUPERVISOR	**9.13**	$55,220	$65,339	$75,457	**$66,121**	$74,709	36.6%	09/11/2018
490	20 to 30	SPRINGVILLE	GIS ANALYST	**9.13**	$55,218	$66,438	$77,657	**$66,121**	$73,674	40.6%	09/07/2018
490	50+	LAYTON	GIS ADMINISTRATOR	**9.13**	$55,149	$66,179	$77,209	**$66,121**	$77,012	40.0%	07/17/2018
490	NA	TAYLORSVILLE-BENNION SP	GIS COORDINATOR	**9.13**	$54,162	$67,703	$81,243	**$66,121**	$65,923	50.0%	01/22/2018
490	50+	TOOELE COUNTY	GIS ANALYST III	**9.13**	$53,187	$59,041	$64,894	**$66,121**	$54,271	22.0%	01/12/2018
490	50+	LEHI	GIS COORDINATOR	**9.13**	$53,125	$65,078	$77,031	**$66,121**	$70,185	45.0%	07/31/2018

490	50+	SANDY	GIS ADMINISTRATOR - 30357	**9.13**	$52,749	$65,406	$78,062	**$66,121**	$78,062	48.0%	08/29/2018
490	10 to 20	SARATOGA SPRINGS	GIS ADMINISTRATOR	**9.13**	$52,393	$64,182	$75,970	**$66,121**	$68,973	45.0%	09/05/2018
490	NA	JORDAN VALLEY WATER	GIS ADMINISTRATOR	**9.13**	$51,898	$64,873	$77,847	**$66,121**	$65,635	50.0%	09/04/2018
490	NA	JORDAN VALLEY WATER	GIS ADMINISTRATOR	**9.13**	$51,898	$64,873	$77,847	**$66,121**	$65,635	50.0%	09/04/2018
490	30 to 40	MIDVALE	GIS ADMINISTRATOR	**9.13**	$51,792	$66,035	$80,278	**$66,121**	$56,784	55.0%	08/23/2018
490	20 to 30	AMERICAN FORK	GIS SUPERVISOR	**9.13**	$51,293	$64,116	$76,939	**$66,121**	$64,116	50.0%	08/15/2018
490	50+	WEST VALLEY	GIS ANALYST III	**9.13**	$50,772	$66,563	$82,354	**$66,121**	$65,943	62.2%	08/29/2018
490	30 to 40	MURRAY	SR. GIS ANALYST	**9.13**	$50,107	$63,055	$76,003	**$66,121**	$76,003	51.7%	08/23/2018
490	NA	WEBER BASIN WATER	GIS SPECIALIST III	**9.13**	$49,259	$60,300	$71,341	**$66,121**	$61,216	44.8%	Aged 2@5%
490	50+	SANDY	GIS COORDINATOR - 30541	**9.13**	$49,109	$60,892	$72,675	**$66,121**	$60,278	48.0%	08/29/2018
490	30 to 40	SPANISH FORK	BLUE STAKES/GIS GPS SPECIALIST	**9.13**	$48,277	$60,341	$72,405	**$66,121**	$66,997	50.0%	10/26/2018
490	50+	UTAH COUNTY	GIS ANALYST (3056)	**9.13**	$48,002	$55,690	$63,377	**$66,121**	$61,591	32.0%	01/05/2018
490	50+	DAVIS COUNTY	GIS SUPPORT SPECIALIST	**9.13**	$47,112	$59,946	$72,779	**$66,121**	$67,974	54.5%	07/20/2018
490	50+	LAYTON	GIS COORDINATOR	**9.13**	$46,578	$54,544	$62,509	**$66,121**	$54,332	34.2%	07/17/2018
490	50+	WEST JORDAN	GIS SPECIALIST II	**9.13**	$46,460	$56,270	$66,080	**$66,121**	$51,772	42.2%	08/30/2018
490	50+	SALT LAKE CITY	GIS SPECIALIST	**9.13**	$44,755	$61,037	$77,319	**$66,121**	$61,443	72.8%	11/07/2018
490	50+	PROVO	SENIOR GIS/CAD TECHNICIAN	**9.13**	$43,334	$51,535	$59,736	**$66,121**	$51,535	37.9%	08/21/2018
490	30 to 40	KAYSVILLE	GIS ADMINISTRATOR	**9.13**	$42,890	$56,248	$69,606	**$66,121**	$56,248	62.3%	Aged 1@3%
490	40 to 50	TAYLORSVILLE	GIS ADMINISTRATOR	**9.13**	$41,633	$53,237	$64,842	**$66,121**	$63,860	55.7%	Aged 1@3%
1755	50+	SOUTH JORDAN	SENIOR POLICE OFFICER	**8.67**	$54,166	$59,830	$65,494	**$53,551**	$61,959	20.9%	09/05/2018
1755	30 to 40	COTTONWOOD HEIGHTS	POLICE OFFICER II	**8.67**	$51,999	$61,585	$71,170	**$53,551**	$64,953	36.9%	10/23/2018
1755	50+	TOOELE COUNTY	DEPUTY SHERIFF II	**8.67**	$50,643	$56,233	$61,822	**$53,551**	$46,244	22.1%	01/12/2018
1755	50+	LEHI	POLICE OFFICER II	**8.67**	$50,534	$61,904	$73,274	**$53,551**	$53,415	45.0%	12/11/2018
1755	30 to 40	TOOELE	POLICE OFFICER II	**8.67**	$49,140	$51,969	$54,798	**$53,551**	$49,708	11.5%	11/15/2018
1755	30 to 40	MURRAY	POLICE OFFICER AND MASTER POLICE OFFICER	**8.67**	$46,842	$61,943	$77,043	**$53,551**	$64,032	64.5%	08/23/2018
1755	30 to 40	MURRAY	POLICE OFFICER	**8.67**	$46,842	$58,948	$71,053	**$53,551**	$53,124	51.7%	08/23/2018
1755	10 to 20	NORTH SALT LAKE	POLICE OFFICER II	**8.67**	$46,764	$47,934	$49,103	**$53,551**	$49,103	5.0%	09/27/2018
1755	50+	WEST JORDAN	POLICE OFFICER II	**8.67**	$45,803	$55,133	$64,462	**$53,551**	$65,471	40.7%	08/30/2018
1755	20 to 30	SPRINGVILLE	CORPORAL	**8.67**	$45,639	$56,307	$66,976	**$53,551**	$56,307	46.8%	09/07/2018
1755	50+	SALT LAKE CITY	POLICE OFFICER II	**8.67**	$45,552	$48,807	$52,062	**$53,551**	$49,525	14.3%	11/07/2018
1755	50+	SANDY	POLICE OFFICER - 36407	**8.67**	$45,448	$58,646	$71,843	**$53,551**	$57,015	58.1%	08/29/2018
1755	50+	SANDY	POLICE OFFICER - 36407	**8.67**	$45,448	$58,646	$71,843	**$53,551**	$57,015	58.1%	08/29/2018
1755	0 to 10	WEST BOUNTIFUL	POLICE OFFICER	**8.67**	$45,370	$54,385	$63,399	**$53,551**	$54,406	39.7%	07/27/2018
1755	30 to 40	TOOELE	POLICE OFFICER I, II, AND III	**8.67**	$44,990	$57,486	$69,981	**$53,551**	$57,486	55.5%	11/15/2018
1755	50+	OREM	POLICE OFFICER	**8.67**	$44,789	$55,987	$67,184	**$53,551**	$52,155	50.0%	07/12/2018
1755	50+	LEHI	POLICE OFFICER 1.2.3	**8.67**	$44,720	$64,509	$84,297	**$53,551**	$51,678	88.5%	12/11/2018
1755	30 to 40	CLEARFIELD	POLICE OFFICER II	**8.67**	$44,616	$53,539	$62,462	**$53,551**	$52,010	40.0%	06/26/2018
1755	0 to 10	NEPHI	PATROL OFFICER	**8.67**	$44,516	$50,526	$56,536	**$53,551**	$53,109	27.0%	Aged 2@5%
1755	50+	LAYTON	POLICE OFFICER II	**8.67**	$44,448	$53,338	$62,227	**$53,551**	$48,045	40.0%	07/17/2018
1755	30 to 40	BOUNTIFUL	POLICE OFFICER II	**8.67**	$44,325	$56,493	$68,661	**$53,551**	$60,947	54.9%	09/04/2018
1755	10 to 20	LINDON	PATROL OFFICER	**8.67**	$43,659	$54,559	$65,458	**$53,551**	$62,264	49.9%	04/14/2018
1755	50+	SOUTH JORDAN	POLICE OFFICER	**8.67**	$43,599	$54,547	$65,494	**$53,551**	$55,484	50.2%	09/06/2018
1755	20 to 30	CLINTON	POLICE OFFICER	**8.67**	$43,451	$53,373	$63,295	**$53,551**	$46,956	45.7%	08/23/2018
1755	50+	SALT LAKE CITY	POLICE OFFICER (COMBINE LEVELS I, II, III)	**8.67**	$42,848	$55,848	$68,848	**$53,551**	$61,427	60.7%	11/07/2018
1755	10 to 20	PAYSON	PATROL OFFICER	**8.67**	$42,702	$51,823	$60,944	**$53,551**	$48,184	42.7%	11/30/2018
1755	20 to 30	SYRACUSE	POLICE OFFICER II	**8.67**	$42,162	$50,846	$59,530	**$53,551**	$45,044	41.2%	08/23/2018
1755	20 to 30	FARMINGTON	POLICE OFFICER II	**8.67**	$42,053	$51,995	$61,937	**$53,551**	$43,981	47.3%	Aged 1@3%
1755	10 to 20	NORTH OGDEN	POLICE OFFICER II	**8.67**	$41,719	$51,523	$61,326	**$53,551**	$46,746	47.0%	Aged 2@5%
1755	50+	PROVO	POLICE OFFICER II	**8.67**	$41,270	$49,081	$56,891	**$53,551**	$47,683	37.9%	08/22/2018
1755	10 to 20	WOODS CROSS	POLICE OFFICER II	**8.67**	$41,166	$51,717	$62,268	**$53,551**	$46,779	51.3%	05/14/2018
1755	10 to 20	RIVERDALE	POLICE OFFICER II	**8.67**	$41,122	$52,177	$63,232	**$53,551**	$47,622	53.8%	08/10/2018
1755	20 to 30	SOUTH SALT LAKE	POLICE OFFICER	**8.67**	$41,050	$50,910	$60,770	**$53,551**	$52,311	48.0%	03/27/2018
1755	10 to 20	BRIGHAM CITY	POLICE OFFICER II	**8.67**	$40,884	$47,620	$54,355	**$53,551**	$45,078	32.9%	09/04/2018
1755	20 to 30	AMERICAN FORK	POLICE OFFICER	**8.67**	$40,869	$51,086	$61,303	**$53,551**	$51,086	50.0%	08/15/2018
1755	30 to 40	KAYSVILLE	POLICE OFFICER II	**8.67**	$40,833	$53,554	$66,274	**$53,551**	$53,554	62.3%	Aged 1@3%
1755	50+	UTAH COUNTY	DEPUTY SHERIFF II (4024)	**8.67**	$40,785	$47,345	$53,905	**$53,551**	$46,160	32.2%	01/05/2018
1755	0 to 10	TREMONTON	POLICE OFFICER II	**8.67**	$40,161	$48,913	$57,665	**$53,551**	$41,043	43.6%	08/13/2018
1755	30 to 40	BOUNTIFUL	POLICE OFFICER I, II, III	**8.67**	$40,123	$56,098	$72,072	**$53,551**	$57,259	79.6%	08/29/2018
1755	0 to 10	SANTAQUIN	POLICE OFFICER	**8.67**	$40,046	$49,033	$58,019	**$53,551**	$48,214	44.9%	02/02/2018
1755	40 to 50	DRAPER	POLICE OFFICER	**8.67**	$40,040	$51,054	$62,067	**$53,551**	$53,631	55.0%	09/26/2018
1755	10 to 20	SOUTH OGDEN	POLICE OFFICER II	**8.67**	$40,027	$50,361	$60,694	**$53,551**	$50,361	51.6%	11/26/2018
1755	20 to 30	PLEASANT GROVE	POLICE OFFICER / PATROL	**8.67**	$39,615	$47,538	$57,046	**$53,551**	$47,538	44.0%	02/28/2018
1755	50+	OGDEN	POLICE OFFICER/MASTER POLICE OFFICER	**8.67**	$39,081	$50,201	$61,320	**$53,551**	$50,201	56.9%	09/11/2018
1755	10 to 20	SARATOGA SPRINGS	POLICE OFFICER II	**8.67**	$37,893	$45,472	$54,566	**$53,551**	$45,472	44.0%	09/06/2018
1755	50+	DAVIS COUNTY	DEPUTY SHERIFF I/II AND DEPUTY SHERIFF/PARAMEDIC I/II	**8.67**	$37,544	$51,241	$64,938	**$53,551**	$49,691	73.0%	07/20/2018
1755	40 to 50	BOX ELDER COUNTY	DEPUTY II	**8.67**	$37,234	$48,383	$59,531	**$53,551**	$51,275	59.9%	08/09/2018
1755	0 to 10	MAPLETON	PATROL OFFICER	**8.67**	$37,080	$41,818	$46,556	**$53,551**	$41,375	25.6%	02/21/2018
1755	50+	UTAH COUNTY	DEPUTY SHERIFF (4012, 4016, 4024)	**8.67**	$36,304	$49,129	$61,955	**$53,551**	$52,063	70.7%	01/05/2018
880	50+	TOOELE COUNTY	NETWORK SPECIALIST II	**8.53**	$67,880	$75,356	$82,832	**$59,842**	$71,418	22.0%	01/12/2018

880	50+	LEHI	INFORMATION SYSTEMS TECHNICIAN, SENIOR	**8.53**	$52,673	$64,524	$76,376	**$59,842**	$74,723	45.0%	07/31/2018
880	50+	SALT LAKE CITY	NETWORK SUPPORT ADMIN III	**8.53**	$51,803	$69,689	$87,574	**$59,842**	$70,051	69.1%	11/07/2018
880	50+	SOUTH JORDAN	SENIOR IS TECH	**8.53**	$51,164	$61,909	$72,653	**$59,842**	$61,130	42.0%	09/04/2018
880	NA	METROPOLITAN WATER, SAI	INFORMATION TECHNOLOGY ANALYST	**8.53**	$50,794	$60,955	$71,115	**$59,842**	$62,608	40.0%	02/14/2018
880	50+	PROVO	SENIOR IS TECHNICIAN	**8.53**	$50,164	$59,658	$69,152	**$59,842**	$59,658	37.9%	08/20/2018
880	50+	WEST JORDAN	SENIOR PC SPECIALIST	**8.53**	$50,003	$60,579	$71,155	**$59,842**	$50,003	42.3%	08/30/2018
880	50+	DAVIS COUNTY	TECHNICAL SUPPORT SPECIALIST III	**8.53**	$49,816	$63,378	$76,939	**$59,842**	$65,291	54.4%	07/20/2018
880	50+	SALT LAKE COUNTY	NETWORK SPEC	**8.53**	$49,531	$61,914	$74,297	**$59,842**	$60,929	50.0%	06/22/2018
880	30 to 40	COTTONWOOD HEIGHTS	INFORMATION SYSTEMS TECHNICIAN	**8.53**	$48,627	$59,274	$69,920	**$59,842**	$64,344	43.8%	10/23/2018
880	NA	JORDAN VALLEY WATER	PC ADMINISTRATOR	**8.53**	$48,093	$60,117	$72,140	**$59,842**	$69,234	50.0%	09/04/2018
880	50+	SALT LAKE CITY	NETWORK SUPPORT ADMINISTRATOR II	**8.53**	$46,982	$64,079	$81,175	**$59,842**	$57,148	72.8%	11/07/2018
880	30 to 40	MURRAY	SENIOR IT TECHNICIAN	**8.53**	$46,592	$58,656	$70,720	**$59,842**	$68,203	51.8%	08/23/2018
880	50+	PROVO	IS TECHNCIAN II	**8.53**	$45,500	$54,112	$62,723	**$59,842**	$46,638	37.9%	08/20/2018
880	50+	LEHI	INFORMATION TECH LL	**8.53**	$44,888	$54,988	$65,088	**$59,842**	$51,912	45.0%	08/07/2018
880	50+	UTAH COUNTY	SENIOR COMPUTER TECHNICIAN (3022)	**8.53**	$44,756	$51,947	$59,138	**$59,842**	$50,766	32.1%	01/05/2018
880	30 to 40	TOOELE	IT TECHNICIAN III	**8.53**	$44,741	$54,646	$64,551	**$59,842**	$46,093	44.3%	11/15/2018
880	20 to 30	SPRINGVILLE	IT TECH II	**8.53**	$43,285	$51,988	$60,691	**$59,842**	$51,334	40.2%	09/07/2018
880	50+	OGDEN	CUSTOMER SUPPORT TECHNICIAN III	**8.53**	$43,138	$51,043	$58,947	**$59,842**	$54,542	36.6%	09/11/2018
880	50+	SANDY	IT TECHNICIAN III - 30356	**8.53**	$42,536	$52,749	$62,962	**$59,842**	$62,962	48.0%	08/29/2018
880	50+	DAVIS COUNTY	TECHNICAL SUPPORT SPECIALIST II	**8.53**	$42,058	$53,498	$64,938	**$59,842**	$53,498	54.4%	07/20/2018
880	30 to 40	MURRAY	IT TECHNICIAN	**8.53**	$41,850	$52,676	$63,502	**$59,842**	$57,200	51.7%	08/23/2018
880	50+	UTAH COUNTY	COMPUTER TECHNICIAN (3021)	**8.53**	$41,777	$48,472	$55,167	**$59,842**	$47,292	32.0%	01/05/2018
880	30 to 40	TOOELE	IT TECHNICIAN II	**8.53**	$39,813	$48,643	$57,474	**$59,842**	$48,643	44.4%	07/11/2018
880	50+	LAYTON	PC TECHNICIAN II	**8.53**	$38,397	$46,076	$53,755	**$59,842**	$46,076	40.0%	07/17/2018
1045	50+	OGDEN	ASST. COURT ADMINISTRATOR	**8.03**	$51,278	$60,674	$70,069	**$51,923**	$66,408	36.6%	09/11/2018
1045	30 to 40	CLEARFIELD	COURT CLERK SUPERVISOR	**8.03**	$50,564	$60,673	$70,782	**$51,923**	$59,633	40.0%	06/25/2018
1045	50+	WEST VALLEY	ASSISTANT COURT ADMINISTRATOR	**8.03**	$46,941	$61,541	$76,141	**$51,923**	$51,306	62.2%	08/23/2018
1045	50+	SOUTH JORDAN	JUSTICE COURT ADMINISTRATOR	**8.03**	$46,407	$56,153	$65,898	**$51,923**	$61,455	42.0%	08/20/2018
1045	20 to 30	HOLLADAY	COURT CLERK SUPERVISOR	**8.03**	$44,241	$55,255	$66,268	**$51,923**	$58,140	49.8%	08/10/2018
1045	50+	WEST JORDAN	COURT CLERK SUPERVISOR	**8.03**	$44,185	$53,536	$62,887	**$51,923**	$62,887	42.3%	08/30/2018
1045	50+	UTAH COUNTY	ASSISTANT JUSTICE COURT ADMINISTRATOR (3801)	**8.03**	$43,736	$50,766	$57,796	**$51,923**	$51,930	32.1%	01/05/2018
1045	20 to 30	CLINTON	COURT ADMINISTRATOR	**8.03**	$43,451	$53,373	$63,295	**$51,923**	$61,802	45.7%	08/23/2018
1045	50+	SANDY	JUSTICE COURT CLERK SUPERVISOR - 30253	**8.03**	$42,536	$52,749	$62,962	**$51,923**	$44,845	48.0%	08/29/2018
1045	10 to 20	WOODS CROSS	COURT ADMINISTRATOR	**8.03**	$41,166	$51,717	$62,268	**$51,923**	$46,803	51.3%	05/14/2018
1045	10 to 20	RIVERDALE	COURT COORDINATOR	**8.03**	$41,122	$53,644	$66,165	**$51,923**	$66,165	60.9%	07/12/2018
1045	10 to 20	NORTH SALT LAKE	COURT CLERK SUPERVISOR	**8.03**	$40,293	$49,758	$59,223	**$51,923**	$59,223	47.0%	09/27/2018
1045	30 to 40	MURRAY	SENIOR COURT CLERK	**8.03**	$39,874	$50,201	$60,528	**$51,923**	$57,616	51.8%	08/24/2018
1045	50+	TOOELE COUNTY	OFFICE MANAGER	**8.03**	$39,860	$44,246	$48,633	**$51,923**	$41,986	22.0%	01/12/2018
1045	30 to 40	ROY	COURT CLERK SUPERVISOR	**8.03**	$39,437	$49,307	$59,176	**$51,923**	$40,423	50.1%	07/14/2018
1045	20 to 30	SPRINGVILLE	COURT CLERK SUPERVISOR	**8.03**	$39,296	$47,144	$54,992	**$51,923**	$51,709	39.9%	09/07/2018
1045	0 to 10	WASHINGTON TERRACE	COURT CLERK	**8.03**	$38,375	$43,825	$49,275	**$51,923**	$49,275	28.4%	08/09/2018
1045	50+	LEHI	COURT CLERK SUPERVISOR	**8.03**	$36,517	$44,734	$52,950	**$51,923**	$48,657	45.0%	07/31/2018
1045	10 to 20	SOUTH OGDEN	COURT CLERK SUPERVISOR	**8.03**	$34,986	$46,239	$57,491	**$51,923**	$54,163	64.3%	11/28/2018
1045	20 to 30	SYRACUSE	COURT CLERK SUPERVISOR	**8.03**	$34,986	$43,306	$51,626	**$51,923**	$51,626	47.6%	08/22/2018
1045	20 to 30	PLEASANT GROVE	COURT CLERK SUPERVISOR	**8.03**	$33,966	$40,760	$48,912	**$51,923**	$40,760	44.0%	02/28/2018
1045	40 to 50	TAYLORSVILLE	JUDICAL SERVICES MANAGER	**8.03**	$32,124	$39,351	$46,579	**$51,923**	$42,747	45.0%	Aged 1@3%
1045	40 to 50	BOX ELDER COUNTY	SENIOR COURT CLERK	**8.03**	$29,596	$38,433	$47,269	**$51,923**	$35,440	59.7%	08/09/2018
140	30 to 40	MURRAY	CITY RECORDER	**7.94**	$62,400	$78,541	$94,682	**$61,985**	$87,922	51.7%	08/23/2018
140	10 to 20	BRIGHAM CITY	CITY RECORDER	**7.94**	$58,186	$68,454	$78,722	**$61,985**	$62,677	35.3%	09/06/2018
140	10 to 20	NORTH SALT LAKE	CITY RECORDER/EXECUTIVE SECRETARY	**7.94**	$57,410	$70,801	$84,191	**$61,985**	$74,261	46.6%	09/27/2018
140	0 to 10	MAPLETON	CITY RECORDER/ EXECUTIVE SECRETARY	**7.94**	$53,603	$57,149	$60,694	**$61,985**	$58,863	13.2%	02/21/2018
140	50+	LAYTON	CITY RECORDER/EXEC SEC	**7.94**	$52,908	$63,490	$74,071	**$61,985**	$54,993	40.0%	07/16/2018
140	50+	PROVO	CITY RECORDER	**7.94**	$52,672	$62,641	$72,610	**$61,985**	$55,339	37.9%	08/29/2018
140	20 to 30	FARMINGTON	CITY RECORDER/EXEC. SECRETARY	**7.94**	$50,628	$62,720	$74,813	**$61,985**	$61,493	47.8%	Aged 1@3%
140	20 to 30	PLEASANT GROVE	CITY RECORDER	**7.94**	$49,468	$59,361	$71,233	**$61,985**	$59,361	44.0%	02/28/2018
140	10 to 20	RIVERDALE	CITY RECORDER	**7.94**	$45,157	$59,332	$73,507	**$61,985**	$51,834	62.8%	07/12/2018
140	0 to 10	WASHINGTON TERRACE	CITY RECORDER / EXECUTIVE SECRETARY	**7.94**	$43,430	$55,338	$67,246	**$61,985**	$62,150	54.8%	08/09/2018
140	30 to 40	ROY	EXECUTIVE SECRETARY/DEPUTY RECORDER	**7.94**	$41,912	$52,364	$62,816	**$61,985**	$53,300	49.9%	07/14/2018
140	30 to 40	BOUNTIFUL	CITY RECORDER/EXECUTIVE SECRETARY	**7.94**	$40,123	$51,210	$62,296	**$61,985**	$56,472	55.3%	08/30/2018
140	10 to 20	SOUTH OGDEN	CITY RECORDER	**7.94**	$39,125	$55,473	$71,820	**$61,985**	$61,152	83.6%	11/26/2018
140	30 to 40	KAYSVILLE	CITY RECORDER	**7.94**	$38,905	$51,021	$63,136	**$61,985**	$51,021	62.3%	Aged 1@3%
360	20 to 30	FARMINGTON	PLANNER II	**7.95**	$50,628	$62,720	$74,813	**$57,195**	$60,919	47.8%	Aged 1@3%
360	50+	PROVO	PLANNER II	**7.95**	$50,164	$59,658	$69,152	**$57,195**	$51,418	37.9%	08/20/2018
360	50+	OGDEN	SENIOR PLANNER	**7.95**	$50,026	$59,193	$68,360	**$57,195**	$53,459	36.6%	09/11/2018
360	20 to 30	SPRINGVILLE	PLANNER II	**7.95**	$47,704	$57,340	$66,977	**$57,195**	$63,315	40.4%	09/07/2018
360	50+	LAYTON	PLANNER II	**7.95**	$47,594	$56,978	$66,361	**$57,195**	$57,156	39.4%	07/17/2018
360	30 to 40	MURRAY	ASSOCIATE PLANNER	**7.95**	$47,382	$59,644	$71,906	**$57,195**	$60,830	51.8%	08/23/2018
360	50+	WEST VALLEY	PLANNER II	**7.95**	$46,941	$61,541	$76,141	**$57,195**	$46,941	62.2%	08/23/2018
360	10 to 20	NORTH SALT LAKE	LONG RANGE PLANNER	**7.95**	$46,883	$57,819	$68,755	**$57,195**	$63,093	46.7%	09/27/2018

360	30 to 40	HERRIMAN	PLANNER II	**7.95**	$46,506	$58,131	$69,756	**$57,195**	$63,757	50.0%	Aged 1@3%
360	50+	SOUTH JORDAN	PLANNER II	**7.95**	$46,407	$59,530	$72,652	**$57,195**	$58,209	56.6%	09/05/2018
360	50+	LEHI	PLANNER II	**7.95**	$45,992	$56,340	$66,689	**$57,195**	$59,709	45.0%	07/31/2018
360	30 to 40	MIDVALE	ASSOCIATE CITY PLANNER	**7.95**	$45,126	$56,360	$67,594	**$57,195**	$58,032	49.8%	08/23/2018
360	30 to 40	TOOELE	CITY PLANNER/ZONING ADMINISTRATOR	**7.95**	$44,742	$54,647	$64,552	**$57,195**	$54,647	44.3%	07/11/2018
360	30 to 40	EAGLE MOUNTAIN	PLANNER II	**7.95**	$44,545	$54,345	$64,145	**$57,195**	$45,136	44.0%	02/22/2018
360	20 to 30	SYRACUSE	PLANNER II	**7.95**	$44,387	$54,694	$65,000	**$57,195**	$54,694	46.4%	08/23/2018
360	20 to 30	HOLLADAY	PLANNER II	**7.95**	$44,242	$55,256	$66,269	**$57,195**	$24,638	49.8%	08/10/2018
360	20 to 30	AMERICAN FORK	PLANNER II	**7.95**	$44,198	$55,248	$66,297	**$57,195**	$55,248	50.0%	08/15/2018
360	10 to 20	LINDON	ASSOCIATE PLANNER	**7.95**	$43,659	$54,559	$65,458	**$57,195**	$56,056	49.9%	04/14/2018
360	40 to 50	DRAPER	PLANNER II	**7.95**	$43,493	$56,493	$69,493	**$57,195**	$66,248	59.8%	08/14/2018
360	10 to 20	BLUFFDALE	SENIOR PLANNER	**7.95**	$43,190	$53,144	$63,097	**$57,195**	$53,437	46.1%	11/19/2018
360	40 to 50	TAYLORSVILLE	CITY PLANNER	**7.95**	$41,633	$53,237	$64,842	**$57,195**	$50,496	55.7%	Aged 1@3%
360	10 to 20	PAYSON	PLANNER II	**7.95**	$41,063	$49,275	$59,130	**$57,195**	$49,275	44.0%	11/30/2018
2115	NA	TAYLORSVILLE-BENNION SP	WATER SYSTEM OPERATOR SENIOR	**7.90**	$44,314	$55,392	$66,470	**$47,078**	$55,392	50.0%	01/23/2018
2115	50+	SALT LAKE CITY	SENIOR WATER SYSTEMS MAINTENANCE OPERATOR	**7.90**	$43,340	$50,187	$57,033	**$47,078**	$57,033	31.6%	11/07/2018
2115	50+	WEST JORDAN	WATER SYSTEM OPERATOR II	**7.90**	$43,134	$52,245	$61,356	**$47,078**	$54,071	42.2%	08/30/2018
2115	0 to 10	NEPHI	UTILITY TECH III / LEAD OPERATOR	**7.90**	$42,399	$47,628	$52,857	**$47,078**	$52,857	24.7%	Aged 2@5%
2115	50+	WEST JORDAN	WASTEWATER CONSTRUCTION TECH. III	**7.90**	$42,063	$50,965	$59,868	**$47,078**	$52,147	42.3%	08/30/2018
2115	20 to 30	FARMINGTON	MAINTENANCE WORKER III	**7.90**	$42,053	$51,995	$61,937	**$47,078**	$44,641	47.3%	Aged 1@3%
2115	30 to 40	MURRAY	WATER TECH III	**7.90**	$41,579	$52,333	$63,086	**$47,078**	$56,815	51.7%	08/27/2018
2115	10 to 20	BRIGHAM CITY	WATER SYSTEMS OPERATOR III	**7.90**	$40,175	$47,265	$54,355	**$47,078**	$44,849	35.3%	09/06/2018
2115	30 to 40	BOUNTIFUL	WATER CREW LEADER	**7.90**	$40,123	$51,210	$62,296	**$47,078**	$53,213	55.3%	08/30/2018
2115	NA	ROY WATER CONSERVANCY	PIPELINE MAINTENANCE III	**7.90**	$39,793	$52,504	$65,214	**$47,078**	$58,509	63.9%	Aged 2@5%
2115	40 to 50	DRAPER	WATER DISTRIBUTION OPERATOR III	**7.90**	$39,520	$51,345	$63,169	**$47,078**	$51,345	59.8%	09/26/2018
2115	50+	PROVO	WATER SYS. MAINTENANCE OPERATOR III	**7.90**	$39,305	$46,744	$54,182	**$47,078**	$44,294	37.9%	08/29/2018
2115	30 to 40	SPANISH FORK	WATER CREW LEAD	**7.90**	$38,542	$48,173	$57,803	**$47,078**	$48,173	50.0%	10/26/2018
2115	10 to 20	WOODS CROSS	PUBLIC SERVICE OPERATOR III	**7.90**	$38,478	$48,340	$58,201	**$47,078**	$51,734	51.3%	05/14/2018
2115	0 to 10	TREMONTON	PUBLIC WORKS III (CERTIFIED)	**7.90**	$38,273	$47,969	$57,665	**$47,078**	$49,382	50.7%	08/13/2018
2115	50+	LEHI	WATER SYSTEMS OPERATOR III	**7.90**	$38,203	$46,799	$55,394	**$47,078**	$44,576	45.0%	07/31/2018
2115	30 to 40	TOOELE	WATER DISTRIBUTION OPERATOR III	**7.90**	$37,735	$46,089	$54,443	**$47,078**	$43,996	44.3%	07/11/2018
2115	20 to 30	PLEASANT GROVE	STREETS - UTILITY OPERATOR III	**7.90**	$37,613	$45,135	$54,163	**$47,078**	$45,135	44.0%	02/28/2018
2115	30 to 40	EAGLE MOUNTAIN	WATER SYSTEM OPERATOR III	**7.90**	$37,243	$45,437	$53,630	**$47,078**	$39,332	44.0%	02/22/2018
2115	30 to 40	CLEARFIELD	UTILITY MAINTENANCE SPECIALIST III (MUNI. STR)	**7.90**	$37,065	$44,657	$52,249	**$47,078**	$39,935	41.0%	06/26/2018
2115	30 to 40	HERRIMAN	WATER OPERATOR III	**7.90**	$36,846	$46,068	$55,290	**$47,078**	$50,582	50.1%	Aged 1@3%
2115	30 to 40	ROY	WATER LEADMAN & WORKER III	**7.90**	$36,608	$45,729	$54,850	**$47,078**	$52,767	49.8%	07/14/2018
2115	10 to 20	NORTH OGDEN	UTITILTY MAINT WORKER III	**7.90**	$36,551	$45,141	$53,730	**$47,078**	$38,376	47.0%	02/16/2018
2115	50+	SALT LAKE CITY	WATER SYSTEM MAINTENANCE OPERATOR II	**7.90**	$36,464	$48,172	$59,880	**$47,078**	$47,843	64.2%	11/07/2018
2115	30 to 40	RIVERTON	WATER DISTRIBUTION OPERATOR III	**7.90**	$36,343	$40,835	$45,327	**$47,078**	$45,323	24.7%	11/06/2018
2115	20 to 30	AMERICAN FORK	WATER SYSTEM OPERATOR III	**7.90**	$36,178	$45,223	$54,268	**$47,078**	$45,223	50.0%	08/15/2018
2115	10 to 20	RIVERDALE	PUBLIC WORKS OPERATOR III	**7.90**	$35,984	$46,540	$57,096	**$47,078**	$47,986	58.7%	08/13/2018
2115	0 to 10	SANTAQUIN	UTILITY OPERATOR (CERTIFIED)	**7.90**	$35,849	$43,733	$51,616	**$47,078**	$47,965	44.0%	02/02/2018
2115	0 to 10	SANTAQUIN	PUBLIC WORKS UTILITY OPERATOR (CERTIFIED)	**7.90**	$35,849	$43,733	$51,616	**$47,078**	$47,965	44.0%	02/02/2018
2115	0 to 10	WASHINGTON TERRACE	PUBLIC WORKS	**7.90**	$35,838	$43,305	$50,772	**$47,078**	$49,566	41.7%	08/09/2018
2115	20 to 30	CLINTON	MAINTENANCE WORKER III	**7.90**	$35,797	$43,972	$52,146	**$47,078**	$43,972	45.7%	08/23/2018
2115	10 to 20	SOUTH OGDEN	MAINTENANCE WORKER III	**7.90**	$34,611	$42,426	$50,241	**$47,078**	$46,540	45.2%	11/26/2018
2115	0 to 10	MAPLETON	LABORER (PUBLIC WORKS)	**7.90**	$34,506	$41,183	$47,860	**$47,078**	$50,235	38.7%	02/21/2018
2115	30 to 40	KAYSVILLE	UTILITY MAINTENANCE WORKER III	**7.90**	$33,678	$44,165	$54,652	**$47,078**	$44,165	62.3%	Aged 1@3%
2115	20 to 30	SYRACUSE	ENVIRONMENTAL MAINTENANCE WORKER III	**7.90**	$33,654	$41,444	$49,234	**$47,078**	$41,444	46.3%	09/04/2018
2115	20 to 30	SYRACUSE	WATER MAINTENANCE WORKER III	**7.90**	$33,654	$41,444	$49,234	**$47,078**	$43,025	46.3%	09/04/2018
2115	20 to 30	SOUTH SALT LAKE	WATER TECH IV	**7.90**	$29,890	$37,779	$45,668	**$47,078**	$38,251	52.8%	03/27/2018
1750	30 to 40	MURRAY	POLICE OFFICER	**7.77**	$46,842	$58,948	$71,053	**$48,647**	$53,124	51.7%	08/23/2018
1750	30 to 40	TOOELE	POLICE OFFICER I	**7.77**	$44,990	$45,440	$45,890	**$48,647**	$45,289	2.0%	11/15/2018
1750	50+	LEHI	POLICE OFFICER I	**7.77**	$44,720	$54,782	$64,844	**$48,647**	$47,036	45.0%	12/11/2018
1750	20 to 30	SPRINGVILLE	POLICE OFFICER I	**7.77**	$44,693	$53,679	$62,664	**$48,647**	$53,679	40.2%	09/07/2018
1750	50+	SOUTH JORDAN	POLICE OFFICER	**7.77**	$43,599	$54,547	$65,494	**$48,647**	$50,979	50.2%	09/05/2018
1750	50+	WEST JORDAN	POLICE OFFICER I	**7.77**	$43,573	$52,453	$61,334	**$48,647**	$52,776	40.8%	08/30/2018
1750	50+	SALT LAKE CITY	POLICE OFFICER I	**7.77**	$42,848	$47,133	$51,846	**$48,647**	$42,848	21.0%	11/07/2018
1750	50+	LAYTON	POLICE OFFICER I	**7.77**	$42,331	$50,797	$59,263	**$48,647**	$42,990	40.0%	07/17/2018
1750	30 to 40	COTTONWOOD HEIGHTS	POLICE OFFICER I	**7.77**	$41,849	$45,443	$49,037	**$48,647**	$46,242	17.2%	10/23/2018
1750	30 to 40	CLEARFIELD	POLICE OFFICER I	**7.77**	$41,704	$50,034	$58,364	**$48,647**	$50,034	39.9%	06/26/2018
1750	50+	TOOELE COUNTY	DEPUTY SHERIFF I	**7.77**	$41,669	$46,271	$50,872	**$48,647**	$41,831	22.1%	01/12/2018
1750	30 to 40	SPANISH FORK	PATROL OFFICER I	**7.77**	$41,184	$51,490	$61,797	**$48,647**	$48,672	50.1%	10/26/2018
1750	50+	WEST VALLEY	POLICE OFFICER	**7.77**	$41,080	$53,609	$66,138	**$48,647**	$47,359	61.0%	08/23/2018
1750	30 to 40	ROY	POLICE OFFICER	**7.77**	$40,310	$50,367	$60,424	**$48,647**	$48,675	49.9%	07/14/2018
1750	0 to 10	WEST BOUNTIFUL	POLICE OFFICER / DEPUTY SHERIFF I	**7.77**	$40,239	$47,903	$55,567	**$48,647**	$53,197	38.1%	07/27/2018
1750	30 to 40	BOUNTIFUL	POLICE OFFICER I	**7.77**	$40,123	$51,210	$62,296	**$48,647**	$43,011	55.3%	09/04/2018
1750	20 to 30	SYRACUSE	POLICE OFFICER I	**7.77**	$40,040	$48,131	$56,222	**$48,647**	$41,947	40.4%	08/23/2018
1750	20 to 30	FARMINGTON	POLICE OFFICER I	**7.77**	$39,539	$48,852	$58,166	**$48,647**	$39,866	47.1%	Aged 1@3%
1750	10 to 20	NORTH SALT LAKE	POLICE OFFICER I	**7.77**	$39,269	$41,282	$43,294	**$48,647**	$40,056	10.2%	09/27/2018

1750	50+	OGDEN	POLICE OFFICER	7.77	$39,081	$50,201	$61,320	$48,647	$50,201	56.9%	09/11/2018
1750	10 to 20	WOODS CROSS	POLICE OFFICER I	7.77	$38,478	$48,340	$58,201	$48,647	$40,575	51.3%	05/14/2018
1750	0 to 10	TREMONTON	POLICE OFFICER I	7.77	$37,955	$44,554	$51,152	$48,647	$38,906	34.8%	08/13/2018
1750	10 to 20	RIVERDALE	PART-TIME POLICE OFFICER	7.77	$37,835	$48,059	$58,282	$48,647	$48,059	54.0%	08/10/2018
1750	10 to 20	SOUTH OGDEN	POLICE OFFICER I	7.77	$37,634	$42,317	$47,000	$48,647	$43,985	24.9%	11/26/2018
1750	50+	DAVIS COUNTY	DEPUTY SHERIFF I	7.77	$37,544	$47,767	$57,990	$48,647	$46,543	54.5%	07/20/2018
1750	50+	PROVO	POLICE OFFICER I	7.77	$37,433	$44,518	$51,602	$48,647	$41,653	37.9%	08/22/2018
1750	10 to 20	BRIGHAM CITY	POLICE OFFICER I	7.77	$37,039	$43,141	$49,243	$48,647	$40,701	32.9%	09/04/2018
1750	10 to 20	NORTH OGDEN	POLICE OFFICER I	7.77	$36,551	$45,141	$53,730	$48,647	$41,077	47.0%	03/27/2018
1750	0 to 10	SANTAQUIN	POLICE OFFICER PART-TIME	7.77	$35,849	$43,733	$51,616	$48,647	$38,230	44.0%	02/02/2018
1750	40 to 50	BOX ELDER COUNTY	DEPUTY I	7.77	$34,158	$45,678	$57,198	$48,647	$43,280	67.5%	08/09/2018
1750	20 to 30	PLEASANT GROVE	POLICE OFFICER / DEPUTY SHERIFF I	7.77	$33,940	$40,728	$48,873	$48,647	$40,728	44.0%	02/28/2018
1750	10 to 20	SARATOGA SPRINGS	POLICE OFFICER I	7.77	$32,776	$39,331	$47,197	$48,647	$39,331	44.0%	09/06/2018
2000	NA	MT. OLYMPUS IMPROVEMEN	MECHANIC (JOURNEY LEVEL)	7.70	$56,851	$68,224	$79,597	$51,210	$70,785	40.0%	02/01/2018
2000	NA	SOUTH DAVIS SEWER DISTR	MAINTENANCE II	7.70	$51,355	$62,951	$74,547	$51,210	$74,547	45.2%	02/02/2018
2000	NA	NORTH DAVIS COUNTY SEW	MAINTENANCE MECHANIC II	7.70	$49,619	$60,657	$71,695	$51,210	$71,695	44.5%	03/19/2018
2000	NA	CENTRAL WEBER SEWER	MECHANIC (JOURNEY LEVEL)	7.70	$48,421	$59,341	$70,261	$51,210	$74,123	45.1%	01/18/2018
2000	10 to 20	PAYSON	LEAD MECHANIC	7.70	$47,486	$57,980	$68,474	$51,210	$54,074	44.2%	11/30/2018
2000	50+	SOUTH JORDAN	MECHANIC III	7.70	$46,407	$56,153	$65,898	$51,210	$59,841	42.0%	09/04/2018
2000	20 to 30	CLINTON	MECHANIC	7.70	$45,614	$56,035	$66,456	$51,210	$54,888	45.7%	08/23/2018
2000	20 to 30	SPRINGVILLE	LEAD MECHANIC	7.70	$45,431	$54,579	$63,728	$51,210	$60,174	40.3%	09/07/2018
2000	50+	WEST JORDAN	FLEET MECHANIC III	7.70	$45,323	$54,892	$64,462	$51,210	$55,865	42.2%	08/30/2018
2000	NA	CENTRAL VALLEY WATER	JOURNEY MECHANICS	7.70	$43,133	$53,923	$64,712	$51,210	$66,110	50.0%	03/24/2018
2000	50+	UTAH COUNTY	MECHANIC II (7031)	7.70	$42,717	$49,599	$56,481	$51,210	$50,104	32.2%	01/05/2018
2000	NA	WEBER BASIN WATER	MECHANIC/INVENTORY CONTROL	7.70	$42,551	$55,247	$67,943	$51,210	$52,079	59.7%	Aged 2@5%
2000	50+	TOOELE COUNTY	MECHANIC II	7.70	$41,654	$46,242	$50,829	$51,210	$44,684	22.0%	01/12/2018
2000	30 to 40	SPANISH FORK	JOURNEY MECHANIC	7.70	$41,184	$51,490	$61,797	$51,210	$56,722	50.1%	10/26/2018
2000	10 to 20	BRIGHAM CITY	AUTOMOTIVE MECHANIC (JOURNEY LEVEL)	7.70	$40,884	$47,620	$54,355	$51,210	$43,680	32.9%	09/05/2018
2000	30 to 40	KAYSVILLE	MECHANIC	7.70	$40,833	$53,549	$66,264	$51,210	$53,549	62.3%	Aged 1@3%
2000	50+	WEST VALLEY	MECHANIC III	7.70	$40,126	$52,606	$65,086	$51,210	$49,605	62.2%	08/23/2018
2000	30 to 40	BOUNTIFUL	MECHANIC	7.70	$40,123	$51,210	$62,296	$51,210	$56,474	55.3%	08/30/2018
2000	30 to 40	MURRAY	MECHANIC	7.70	$40,082	$50,440	$60,798	$51,210	$56,472	51.7%	08/27/2018
2000	50+	LEHI	FLEET MECHANIC, JOURNEY	7.70	$39,973	$48,967	$57,962	$51,210	$52,434	45.0%	07/31/2018
2000	NA	JORDAN VALLEY WATER	EQUIPMENT TECHNICIAN II	7.70	$39,869	$47,842	$55,816	$51,210	$43,058	40.0%	09/04/2018
2000	50+	SALT LAKE COUNTY	FLEET TECH	7.70	$39,576	$49,470	$59,364	$51,210	$49,674	50.0%	06/22/2018
2000	NA	TIMPANOGOS SPECIAL DIST	JOURNEY MECHANIC	7.70	$38,970	$43,576	$48,182	$51,210	$68,235	23.6%	Aged 1@3%
2000	50+	SALT LAKE CITY	FLEET MECHANIC	7.70	$38,306	$50,218	$62,130	$51,210	$52,598	62.2%	11/07/2018
2000	30 to 40	ROY	MECHANIC FOREMAN	7.70	$37,877	$47,341	$56,805	$51,210	$40,913	50.0%	07/14/2018
2000	30 to 40	TOOELE	MECHANIC II	7.70	$37,735	$46,089	$54,443	$51,210	$41,348	44.3%	07/11/2018
2000	50+	LAYTON	MECHANIC (JOURNEY LEVEL) - PW	7.70	$37,629	$45,155	$52,680	$51,210	$48,333	40.0%	07/17/2018
2000	50+	DAVIS COUNTY	MECHANIC II	7.70	$37,544	$47,767	$57,990	$51,210	$50,253	54.5%	07/20/2018
2000	50+	OREM	FLEET MECHANIC	7.70	$37,368	$46,711	$56,053	$51,210	$43,269	50.0%	07/12/2018
2000	50+	SANDY	FLEET TECHNICIAN - 30519	7.70	$36,920	$45,781	$54,642	$51,210	$46,478	48.0%	10/24/2018
2000	50+	OGDEN	MECHANIC	7.70	$36,291	$42,941	$49,590	$51,210	$41,091	36.6%	09/11/2018
2000	50+	PROVO	AUTOMOTIVE TECHNICIAN II	7.70	$35,651	$42,398	$49,145	$51,210	$41,886	37.9%	08/29/2018
2000	10 to 20	RIVERDALE	EQUIPMENT MAINTENANCE SPECIALIST	7.70	$35,090	$45,875	$56,659	$51,210	$46,717	61.5%	08/10/2018
2000	40 to 50	BOX ELDER COUNTY	MECHANIC	7.70	$33,223	$43,121	$53,019	$51,210	$44,408	59.6%	08/09/2018
2000	20 to 30	SOUTH SALT LAKE	MECHANIC (JOURNEY)	7.70	$32,904	$44,165	$55,425	$51,210	$40,032	68.4%	03/27/2018
2000	40 to 50	DRAPER	MECHANIC I/II	7.70	$32,656	$45,043	$57,429	$51,210	$40,653	75.9%	08/14/2018
1270	50+	PROVO	RECREATION PROGRAM COORDINATOR III	7.45	$43,334	$51,535	$59,736	$47,152	$51,535	37.9%	08/29/2018
1270	20 to 30	AMERICAN FORK	RECREATION PROGRAM MANAGER	7.45	$42,298	$52,872	$63,446	$47,152	$52,872	50.0%	08/15/2018
1270	30 to 40	MURRAY	RECREATION COORDINATOR	7.45	$42,141	$53,030	$63,918	$47,152	$58,871	51.7%	08/24/2018
1270	50+	SOUTH JORDAN	PROGRAM COORDINATOR	7.45	$42,092	$50,932	$59,771	$47,152	$46,937	42.0%	09/05/2018
1270	50+	OREM	RECREATION PROGRAM COORDINATOR	7.45	$40,911	$51,139	$61,367	$47,152	$48,394	50.0%	07/12/2018
1270	30 to 40	CLEARFIELD	PROGRAM SUPERVISOR	7.45	$40,273	$48,310	$56,347	$47,152	$41,280	39.9%	Aged 2@5%
1270	50+	WEST VALLEY	RECREATION MANAGER	7.45	$40,126	$52,606	$65,086	$47,152	$45,060	62.2%	08/23/2018
1270	50+	LAYTON	RECREATION COORDINATOR	7.45	$40,054	$48,065	$56,076	$47,152	$45,514	40.0%	07/17/2018
1270	50+	SANDY	RECREATION COORDINATOR - 30604	7.45	$39,603	$49,109	$58,614	$47,152	$44,231	48.0%	08/29/2018
1270	50+	OGDEN	RECREATION SUPERVISOR	7.45	$39,081	$46,242	$53,403	$47,152	$46,177	36.6%	09/11/2018
1270	30 to 40	RIVERTON	RECREATION COORDINATOR	7.45	$38,827	$45,148	$51,469	$47,152	$47,627	32.6%	11/06/2018
1270	50+	SALT LAKE CITY	PARKS USAGE COORDINATOR	7.45	$38,649	$46,271	$53,892	$47,152	$53,892	39.4%	11/07/2018
1270	20 to 30	PLEASANT GROVE	RECREATION PROGRAM COORDINATOR	7.45	$38,209	$45,851	$55,021	$47,152	$45,851	44.0%	02/28/2018
1270	10 to 20	BRIGHAM CITY	RECREATION COORDINATOR	7.45	$37,307	$43,891	$50,474	$47,152	$40,912	35.3%	09/06/2018
1270	30 to 40	BOUNTIFUL	RECREATION COORDINATOR	7.45	$37,066	$47,268	$57,470	$47,152	$41,263	55.0%	08/29/2018
1270	50+	SALT LAKE COUNTY	RECREATION PROGRAM COORD	7.45	$37,046	$46,308	$55,570	$47,152	$44,419	50.0%	06/22/2018
1270	20 to 30	SYRACUSE	RECREATION PROGRAM COORDINATOR	7.45	$36,920	$45,011	$53,102	$47,152	$39,104	43.8%	08/28/2018
1270	50+	LEHI	RECREATION COORDINATOR	7.45	$36,893	$45,195	$53,496	$47,152	$46,711	45.0%	08/07/2018
1270	30 to 40	ROY	PROGRAM SUPERVISOR II	7.45	$36,858	$46,072	$55,286	$47,152	$38,153	50.0%	07/14/2018

1270	20 to 30	SOUTH SALT LAKE	RECREATION DIVISION SUPERVISOR	**7.45**	$36,639	$46,032	$55,425	**$47,152**	$42,784	51.3%	03/27/2018
1270	10 to 20	SARATOGA SPRINGS	RECREATION COORDINATOR	**7.45**	$36,163	$44,300	$52,436	**$47,152**	$36,753	45.0%	09/06/2018
1270	40 to 50	DRAPER	RECREATION COORDINATOR	**7.45**	$35,942	$46,686	$57,429	**$47,152**	$45,468	59.8%	08/14/2018
1270	10 to 20	LINDON	PROGRAM COORDINATOR FT/PT	**7.45**	$34,715	$43,337	$51,958	**$47,152**	$43,347	49.7%	04/20/2018
1270	20 to 30	FARMINGTON	RECREATION COORDINATOR	**7.45**	$32,843	$40,502	$48,162	**$47,152**	$35,988	46.8%	Aged 1@3%
1041	30 to 40	MURRAY	COURT CLERK III	**7.04**	$36,338	$45,740	$55,141	**$40,928**	$55,141	51.7%	08/24/2018
1041	50+	WEST JORDAN	COURT CLERK II	**7.04**	$33,685	$40,827	$47,969	**$40,928**	$37,557	42.4%	08/30/2018
1041	30 to 40	MIDVALE	JUDICIAL ASSISTANT II	**7.04**	$33,405	$40,995	$48,585	**$40,928**	$48,256	45.4%	08/23/2018
1041	50+	UTAH COUNTY	JUSTICE COURT CLERK II (6151)	**7.04**	$33,111	$38,423	$43,736	**$40,928**	$35,590	32.1%	01/05/2018
1041	50+	TOOELE COUNTY	COURT CLERK III	**7.04**	$32,795	$36,411	$40,027	**$40,928**	$32,803	22.1%	01/12/2018
1041	20 to 30	HOLLADAY	SENIOR COURT CLERK	**7.04**	$32,760	$40,196	$47,632	**$40,928**	$37,948	45.4%	08/10/2018
1041	40 to 50	DRAPER	COURT CLERK III	**7.04**	$32,656	$42,422	$52,187	**$40,928**	$42,296	59.8%	08/14/2018
1240	NA	JORDAN VALLEY WATER	LEAD CONSERVATION GARDEN HORTICULTURIST	**6.87**	$45,478	$55,710	$65,943	**$47,365**	$55,710	45.0%	09/04/2018
1240	30 to 40	MIDVALE	PARKS CREW LEAD	**6.87**	$45,126	$56,360	$67,594	**$47,365**	$50,315	49.8%	08/23/2018
1240	30 to 40	MURRAY	LEADWORKER - CITY	**6.87**	$43,493	$54,746	$65,998	**$47,365**	$58,396	51.7%	08/27/2018
1240	50+	SOUTH JORDAN	PARKS MAINTENANCE LEAD WORKER	**6.87**	$42,092	$50,932	$59,771	**$47,365**	$51,652	42.0%	09/06/2018
1240	20 to 30	FARMINGTON	PARK MAINTENANCE WORKER III	**6.87**	$42,053	$51,995	$61,937	**$47,365**	$44,560	47.3%	Aged 1@3%
1240	50+	PROVO	GROUNDS CREW LEADER	**6.87**	$41,270	$49,081	$56,891	**$47,365**	$48,799	37.9%	08/29/2018
1240	50+	LEHI	PARK MAINTENANCE WORKER, LEAD	**6.87**	$41,254	$50,537	$59,819	**$47,365**	$51,391	45.0%	08/07/2018
1240	20 to 30	SPRINGVILLE	PARKS MAINTENANCE LEAD	**6.87**	$41,240	$49,501	$57,762	**$47,365**	$49,501	40.1%	09/07/2018
1240	30 to 40	SPANISH FORK	LEADWORKER	**6.87**	$41,184	$51,490	$61,797	**$47,365**	$56,056	50.1%	10/26/2018
1240	20 to 30	SYRACUSE	PARKS MAINTENANCE CREW LEADER	**6.87**	$40,768	$50,118	$59,467	**$47,365**	$42,016	45.9%	08/23/2018
1240	10 to 20	PAYSON	PARKS LEAD WORKER	**6.87**	$40,373	$49,255	$58,136	**$47,365**	$49,255	44.0%	11/30/2018
1240	30 to 40	ROY	PARKS FOREMAN	**6.87**	$40,248	$50,295	$60,341	**$47,365**	$43,642	49.9%	07/14/2018
1240	20 to 30	PLEASANT GROVE	PARKS MAINTENANCE FOREMAN	**6.87**	$40,073	$48,087	$57,705	**$47,365**	$48,087	44.0%	02/28/2018
1240	10 to 20	NORTH OGDEN	ASSIST. PARKS MAINT.SUPERVISOR	**6.87**	$39,530	$48,819	$58,109	**$47,365**	$41,477	47.0%	Aged 2@5%
1240	40 to 50	DRAPER	PARKS SPECIALIST (CREW LEADER)	**6.87**	$39,520	$51,345	$63,170	**$47,365**	$44,900	59.8%	08/14/2018
1240	0 to 10	TREMONTON	PARKS MAINTENANCE WORKER III	**6.87**	$38,273	$47,969	$57,665	**$47,365**	$46,276	50.7%	08/13/2018
1240	50+	PROVO	LEAD PARKS MAINTENANCE WORKERS	**6.87**	$37,433	$44,518	$51,602	**$47,365**	$48,403	37.9%	08/21/2018
1240	50+	LAYTON	PARKS FOREMAN	**6.87**	$37,214	$44,612	$52,009	**$47,365**	$49,057	39.8%	07/17/2018
1240	50+	OGDEN	MAINTENANCE CREW LEADER	**6.87**	$37,198	$43,762	$50,326	**$47,365**	$42,471	35.3%	09/11/2018
1240	30 to 40	CLEARFIELD	PARK MAINTENANCE SPECIALIST III	**6.87**	$37,065	$44,657	$52,249	**$47,365**	$37,740	41.0%	06/25/2018
1240	30 to 40	KAYSVILLE	PARKS FOREMAN	**6.87**	$37,042	$48,578	$60,115	**$47,365**	$48,578	62.3%	Aged 1@3%
1240	50+	SANDY	PARKS MAINTENANCE CREW LEADER - 30614,30620	**6.87**	$36,920	$45,781	$54,642	**$47,365**	$42,676	48.0%	08/29/2018
1240	30 to 40	HERRIMAN	PARKS TECHNICIAN LEAD	**6.87**	$36,846	$46,068	$55,290	**$47,365**	$55,290	50.1%	Aged 1@3%
1240	10 to 20	NORTH SALT LAKE	PARK MAINTENANCE WORKER III	**6.87**	$36,445	$44,805	$53,164	**$47,365**	$48,608	45.9%	09/27/2018
1240	50+	UTAH COUNTY	PARKS MAINTENANCE SPECIALIST III (8900)	**6.87**	$36,304	$42,153	$48,002	**$47,365**	$39,331	32.2%	01/05/2018
1240	50+	SALT LAKE COUNTY	LEAD CONSTRUCTION & MAINT SPEC	**6.87**	$35,741	$44,676	$53,611	**$47,365**	$49,279	50.0%	06/22/2018
1240	30 to 40	EAGLE MOUNTAIN	PARK MAINTENANCE WORKER III	**6.87**	$35,700	$43,554	$51,408	**$47,365**	$41,600	44.0%	02/22/2018
1240	20 to 30	SPRINGVILLE	ASSISTANT SEXTON	**6.87**	$35,686	$41,890	$48,094	**$47,365**	$34,549	34.8%	09/07/2018
1240	10 to 20	SARATOGA SPRINGS	PARKS MAINTENANCE WORKER III	**6.87**	$35,645	$44,390	$53,135	**$47,365**	$45,999	49.1%	09/06/2018
1240	30 to 40	MURRAY	MAINTENANCE WORKER	**6.87**	$35,568	$44,772	$53,976	**$47,365**	$36,761	51.8%	08/27/2018
1240	40 to 50	DRAPER	PARKS TEHNICIAN III	**6.87**	$35,492	$46,460	$57,428	**$47,365**	$40,476	61.8%	08/14/2018
1240	20 to 30	SYRACUSE	PARKS MAINTENANCE WORKER III	**6.87**	$35,360	$43,389	$51,418	**$47,365**	$35,838	45.4%	08/23/2018
1240	10 to 20	LINDON	PARKS MAINTENANCE TECHNICIAN	**6.87**	$35,235	$43,982	$52,728	**$47,365**	$46,675	49.6%	03/29/2018
1240	10 to 20	RIVERDALE	PARKS MAINTENANCE SPECIALIST III	**6.87**	$34,362	$44,762	$55,162	**$47,365**	$42,307	60.5%	08/10/2018
1240	50+	WEST VALLEY	PARK WORKER II	**6.87**	$34,300	$44,968	$55,635	**$47,365**	$37,477	62.2%	08/23/2018
1240	30 to 40	TOOELE	MAINTENANCE WORKER II/LEAD	**6.87**	$33,904	$41,413	$48,922	**$47,365**	$35,443	44.3%	08/09/2018
1240	50+	TOOELE COUNTY	ASSISTANT CPO	**6.87**	$32,795	$36,411	$40,027	**$47,365**	$33,572	22.1%	01/12/2018
1240	50+	LAYTON	PARK SPECIALIST III	**6.87**	$31,604	$37,925	$44,245	**$47,365**	$38,298	40.0%	07/17/2018
1240	50+	SALT LAKE CITY	SR PARKS GROUNDSKEEPER	**6.87**	$31,493	$41,702	$51,910	**$47,365**	$38,184	64.8%	11/07/2018
1240	10 to 20	HIGHLAND	PARKS MAINTENANCE CREW LEADER	**6.87**	$30,690	$36,828	$44,193	**$47,365**	$36,828	44.0%	Aged 1@3%
1240	0 to 10	MAPLETON	LABORER (PARKS & RECREATION)	**6.87**	$30,380	$37,057	$43,734	**$47,365**	$50,149	44.0%	02/21/2018
1240	10 to 20	SOUTH OGDEN	PARK MAINTENANCE III	**6.87**	$29,912	$36,500	$43,087	**$47,365**	$41,725	44.0%	11/29/2018
700	50+	SALT LAKE COUNTY	ACCOUNTANT	**6.77**	$50,184	$62,730	$75,276	**$51,383**	$64,926	50.0%	06/22/2018
700	50+	UTAH COUNTY	FINANCIAL ANALYST (2014)	**6.77**	$44,756	$51,947	$59,138	**$51,383**	$51,947	32.1%	01/05/2018
700	30 to 40	EAGLE MOUNTAIN	ACCOUNTANT	**6.77**	$43,944	$53,612	$63,280	**$51,383**	$47,500	44.0%	02/22/2018
700	30 to 40	TOOELE	ACCOUNTANT (ENTRY LEVEL)	**6.77**	$42,192	$51,533	$60,874	**$51,383**	$44,558	44.3%	07/11/2018
700	50+	SOUTH JORDAN	ACCOUNTANT I	**6.77**	$42,092	$50,932	$59,771	**$51,383**	$50,932	42.0%	08/20/2018
700	50+	DAVIS COUNTY	ACCOUNTANT I	**6.77**	$42,058	$53,498	$64,938	**$51,383**	$45,157	54.4%	07/20/2018
700	50+	PROVO	ACCOUNTANT I	**6.77**	$41,270	$49,081	$56,891	**$51,383**	$49,081	37.9%	08/29/2018
700	30 to 40	CLEARFIELD	ACCOUNTANT BUDGET ANALYST	**6.77**	$41,267	$49,078	$56,888	**$51,383**	$46,155	37.9%	06/25/2018
700	50+	OREM	ACCOUNTANT	**6.77**	$40,911	$51,139	$61,367	**$51,383**	$58,749	50.0%	07/11/2018
700	20 to 30	HOLLADAY	ASSISTANT TO FINANCE DIRECTOR	**6.77**	$40,498	$49,515	$58,531	**$51,383**	$49,383	44.5%	08/10/2018
700	40 to 50	DRAPER	ACCOUNTANT I	**6.77**	$39,520	$51,345	$63,170	**$51,383**	$49,899	59.8%	08/14/2018
700	50+	WEST VALLEY	ACCOUNTANT (ENTRY LEVEL)	**6.77**	$35,672	$46,770	$57,867	**$51,383**	$41,973	62.2%	08/23/2018
700	50+	SALT LAKE CITY	ACCOUNTANT I	**6.77**	$34,729	$46,116	$57,502	**$51,383**	$52,395	65.6%	11/07/2018
355	50+	SALT LAKE COUNTY	PLANNER	**6.70**	$50,184	$62,730	$75,276	**$50,597**	$67,056	50.0%	06/22/2018
355	50+	SALT LAKE CITY	ASSOCIATE PLANNER	**6.70**	$44,755	$61,037	$77,319	**$50,597**	$55,474	72.8%	11/07/2018

355	50+	UTAH COUNTY	PLANNER I (2039)	**6.70**	$43,736	$50,766	$57,796	**$50,597**	$45,181	32.1%	01/05/2018
355	40 to 50	BOX ELDER COUNTY	PLANER	**6.70**	$43,705	$56,498	$69,291	**$50,597**	$36,512	58.5%	08/09/2018
355	50+	WEST VALLEY	PLANNER I	**6.70**	$43,400	$56,898	$70,396	**$50,597**	$56,898	62.2%	08/29/2018
355	50+	PROVO	PLANNER I	**6.70**	$43,334	$51,535	$59,736	**$50,597**	$51,535	37.9%	08/20/2018
355	20 to 30	SPRINGVILLE	PLANNER I	**6.70**	$43,285	$51,988	$60,691	**$50,597**	$51,988	40.2%	09/07/2018
355	50+	SANDY	PLANNER - 30657	**6.70**	$42,536	$52,749	$62,962	**$50,597**	$52,562	48.0%	11/13/2018
355	50+	SOUTH JORDAN	PLANNER I	**6.70**	$42,092	$50,932	$59,771	**$50,597**	$50,932	42.0%	08/13/2018
355	10 to 20	SARATOGA SPRINGS	PLANNER	**6.70**	$42,076	$51,544	$61,011	**$50,597**	$42,250	45.0%	09/06/2018
355	0 to 10	MAPLETON	PLANNER I	**6.70**	$41,927	$44,562	$47,197	**$50,597**	$45,899	12.6%	02/21/2018
355	30 to 40	MIDVALE	PLANNER I	**6.70**	$41,308	$50,505	$59,702	**$50,597**	$43,992	44.5%	08/23/2018
355	30 to 40	MURRAY	ASSISTANT PLANNER	**6.70**	$40,227	$50,659	$61,090	**$50,597**	$61,090	51.9%	08/23/2018
355	30 to 40	COTTONWOOD HEIGHTS	PLANNER I	**6.70**	$40,158	$48,879	$57,599	**$50,597**	$42,535	43.4%	10/16/2018
355	50+	LAYTON	PLANNER I - CURRENT PLANNER	**6.70**	$40,105	$48,126	$56,147	**$50,597**	$44,730	40.0%	07/17/2018
355	50+	OGDEN	PLANNER	**6.70**	$40,058	$47,398	$54,738	**$50,597**	$47,032	36.6%	09/11/2018
355	0 to 10	SANTAQUIN	STAFF PLANNER	**6.70**	$40,046	$49,033	$58,019	**$50,597**	$49,033	44.9%	02/02/2018
355	30 to 40	TOOELE	PLANNER I	**6.70**	$39,813	$49,658	$59,502	**$50,597**	$49,658	49.5%	07/11/2018
355	20 to 30	SYRACUSE	PLANNER I	**6.70**	$39,395	$48,651	$57,907	**$50,597**	$50,814	47.0%	08/23/2018
355	50+	LEHI	PLANNER L	**6.70**	$38,931	$47,694	$56,456	**$50,597**	$46,852	45.0%	08/07/2018
355	20 to 30	HOLLADAY	ASSISTANT PLANNER	**6.70**	$38,750	$47,445	$56,139	**$50,597**	$43,888	44.9%	08/10/2018
355	30 to 40	EAGLE MOUNTAIN	SENIOR PLANNER	**6.70**	$37,549	$45,810	$54,070	**$50,597**	$45,810	44.0%	02/22/2018
355	10 to 20	BLUFFDALE	ASSOCIATE PLANNER	**6.70**	$37,029	$45,563	$54,096	**$50,597**	$46,160	46.1%	11/19/2018
355	30 to 40	HERRIMAN	PLANNER I/ ADMINISTRATIVE ASSISTANT	**6.70**	$36,846	$46,068	$55,290	**$50,597**	$46,068	50.1%	Aged 1@3%
355	20 to 30	SOUTH SALT LAKE	CITY PLANNER	**6.70**	$36,639	$46,032	$55,425	**$50,597**	$42,468	51.3%	03/23/2018
355	10 to 20	NORTH OGDEN	PLANNER 1	**6.70**	$35,596	$43,961	$52,326	**$50,597**	$35,690	47.0%	Aged 2@5%
355	20 to 30	PLEASANT GROVE	PLANNER I	**6.70**	$33,838	$40,606	$48,727	**$50,597**	$40,606	44.0%	02/28/2018
2110	30 to 40	SPANISH FORK	HEAVY EQUIPMENT OPERATOR	**6.48**	$43,347	$54,184	$65,021	**$44,488**	$59,592	50.0%	10/26/2018
2110	30 to 40	RIVERTON	HEAVY EQUIPMENT OPERATOR/CREW LEAD	**6.48**	$42,727	$49,682	$56,637	**$44,488**	$49,691	32.6%	11/05/2018
2110	NA	TAYLORSVILLE-BENNION SP	WATER SYSTEM OPERATOR II	**6.48**	$41,956	$52,446	$62,935	**$44,488**	$45,629	50.0%	01/23/2018
2110	50+	UTAH COUNTY	EQUIPMENT OPERATOR III (7022)	**6.48**	$41,777	$48,472	$55,167	**$44,488**	$51,930	32.0%	01/05/2018
2110	50+	TOOELE COUNTY	ROAD OPS SPECIALIST III	**6.48**	$41,654	$46,242	$50,829	**$44,488**	$44,506	22.0%	01/12/2018
2110	30 to 40	MURRAY	EQUIPMENT OPERATOR II	**6.48**	$41,517	$52,260	$63,003	**$44,488**	$54,353	51.8%	08/24/2018
2110	10 to 20	HIGHLAND	WATER TECHNICIAN	**6.48**	$41,188	$50,302	$59,416	**$44,488**	$33,957	44.3%	Aged 1@3%
2110	30 to 40	BOUNTIFUL	HEAVY EQUIPMENT OPERATOR	**6.48**	$40,123	$51,210	$62,296	**$44,488**	$56,685	55.3%	09/13/2018
2110	NA	JORDAN VALLEY WATER	MAINTENANCE WORKER II	**6.48**	$39,869	$47,842	$55,816	**$44,488**	$46,914	40.0%	09/05/2018
2110	NA	JORDAN VALLEY WATER	MAINTENANCE WORKER II	**6.48**	$39,869	$47,842	$55,816	**$44,488**	$46,914	40.0%	09/05/2018
2110	0 to 10	WEST BOUNTIFUL	WATER DISTRIBUTION OPERATOR II	**6.48**	$39,669	$48,593	$57,516	**$44,488**	$46,699	45.0%	07/27/2018
2110	NA	SOUTH VALLEY WATER REC	TRUCK DRIVER/HEAVY EQUIPMENT OPERATOR	**6.48**	$38,690	$48,606	$58,522	**$44,488**	$51,996	51.3%	01/16/2018
2110	NA	SOUTH VALLEY WATER REC	SH EQUIP OPERATOR/TRUCK DRIVER	**6.48**	$38,690	$48,606	$58,522	**$44,488**	$51,996	51.3%	01/22/2018
2110	50+	WEST VALLEY	OPERATOR III	**6.48**	$38,582	$50,582	$62,582	**$44,488**	$47,429	62.2%	08/23/2018
2110	50+	SALT LAKE CITY	WATER SYSTEM MAINTENANCE OPERATOR II	**6.48**	$38,480	$44,554	$50,627	**$44,488**	$47,842	31.6%	11/07/2018
2110	10 to 20	NORTH SALT LAKE	STREETS MAINTENANCE WORKER III	**6.48**	$38,347	$47,293	$56,238	**$44,488**	$40,293	46.7%	09/27/2018
2110	30 to 40	BOUNTIFUL	WATER OPERATOR	**6.48**	$38,230	$48,776	$59,322	**$44,488**	$38,242	55.2%	08/29/2018
2110	30 to 40	MIDVALE	EQUIPMENT OPERATOR III	**6.48**	$37,998	$46,474	$54,949	**$44,488**	$42,910	44.6%	08/23/2018
2110	50+	DAVIS COUNTY	EQUIPMENT OPERATOR III	**6.48**	$37,544	$47,767	$57,990	**$44,488**	$54,610	54.5%	07/20/2018
2110	30 to 40	MURRAY	WATER TECH II	**6.48**	$37,502	$47,206	$56,909	**$44,488**	$45,573	51.7%	08/27/2018
2110	20 to 30	SPRINGVILLE	WATER MAINTENANCE II	**6.48**	$37,453	$44,931	$52,409	**$44,488**	$43,525	39.9%	09/07/2018
2110	20 to 30	SPRINGVILLE	WATER TECHNICIAN II	**6.48**	$37,453	$44,931	$52,409	**$44,488**	$45,323	39.9%	09/07/2018
2110	50+	PROVO	HEAVY EQUIPMENT OPERATOR	**6.48**	$37,433	$44,518	$51,602	**$44,488**	$44,510	37.9%	08/21/2018
2110	10 to 20	SOUTH OGDEN	MAINTENANCE WORKER II	**6.48**	$37,274	$43,626	$49,978	**$44,488**	$37,918	34.1%	11/26/2018
2110	50+	WEST JORDAN	WATER SYSTEM OPERATOR I	**6.48**	$37,163	$45,027	$52,890	**$44,488**	$40,335	42.3%	08/30/2018
2110	20 to 30	FARMINGTON	STREET MAINTENANCE OPERATOR II	**6.48**	$37,156	$45,883	$54,610	**$44,488**	$37,156	47.0%	Aged 1@3%
2110	20 to 30	FARMINGTON	UTILITY MAINTENANCE WORKER II	**6.48**	$37,156	$45,883	$54,610	**$44,488**	$39,592	47.0%	Aged 1@3%
2110	10 to 20	BRIGHAM CITY	EQUIPMENT OPERATOR II	**6.48**	$37,039	$43,141	$49,243	**$44,488**	$39,235	32.9%	09/05/2018
2110	30 to 40	MIDVALE	WATER DISTRIBUTION OPERATOR II	**6.48**	$36,470	$44,596	$52,722	**$44,488**	$46,415	44.6%	08/23/2018
2110	10 to 20	NORTH SALT LAKE	WATER OPERATOR II	**6.48**	$36,445	$44,805	$53,164	**$44,488**	$42,731	45.9%	09/27/2018
2110	50+	WEST JORDAN	WASTEWATER CONSTRUCTION TECH. II	**6.48**	$36,288	$43,966	$51,643	**$44,488**	$43,966	42.3%	08/30/2018
2110	NA	CENTRAL VALLEY WATER	TRUCK DRIVER (CDL)	**6.48**	$36,214	$45,261	$54,308	**$44,488**	$52,536	50.0%	03/24/2018
2110	40 to 50	DRAPER	HEAVY EQUIPMENT OPERATOR	**6.48**	$35,942	$46,686	$57,429	**$44,488**	$46,092	59.8%	08/14/2018
2110	40 to 50	DRAPER	WATER SYSTEM OPERATOR II/III	**6.48**	$35,942	$46,686	$57,429	**$44,488**	$41,038	59.8%	09/26/2018
2110	50+	LEHI	STREET MAINTENANCE OPERATOR III	**6.48**	$35,814	$43,872	$51,930	**$44,488**	$51,618	45.0%	08/07/2018
2110	30 to 40	TOOELE	WATER DISTRIBUTION OPERATOR II	**6.48**	$35,763	$43,681	$51,599	**$44,488**	$42,533	44.3%	07/11/2018
2110	50+	PROVO	WATER SYSTEM MAINT. OPERATOR II	**6.48**	$35,651	$42,398	$49,145	**$44,488**	$42,398	37.9%	08/29/2018
2110	30 to 40	MURRAY	MAINTENANCE WORKER	**6.48**	$35,568	$44,772	$53,976	**$44,488**	$39,813	51.8%	08/27/2018
2110	50+	WEST JORDAN	STREET MAINTENANCE WORKER II	**6.48**	$35,391	$42,883	$50,375	**$44,488**	$37,886	42.3%	08/30/2018
2110	50+	LEHI	WATER SYSTEM OPERATOR II	**6.48**	$35,325	$43,273	$51,221	**$44,488**	$42,803	45.0%	07/31/2018
2110	10 to 20	PAYSON	WATER MAINTENANCE OPERATOR	**6.48**	$35,090	$42,765	$50,440	**$44,488**	$44,048	43.7%	11/30/2018
2110	NA	WEBER BASIN WATER	UTILITY MAINTENANCE WORKER II	**6.48**	$35,007	$44,122	$53,236	**$44,488**	$35,976	52.1%	Aged 2@5%
2110	0 to 10	NEPHI	UTILITY TECH II	**6.48**	$34,952	$40,856	$46,759	**$44,488**	$43,450	33.8%	Aged 2@5%
2110	30 to 40	RIVERTON	STREETS MAINTENANCE OPERATOR II	**6.48**	$34,782	$39,081	$43,380	**$44,488**	$42,873	24.7%	11/05/2018

2110	30 to 40	RIVERTON	WATER DISTRIBUTION OPERATOR II	6.48	$34,782	$39,081	$43,380	$44,488	$39,292	24.7%	11/06/2018
2110	50+	SALT LAKE CITY	ASPHALT EQUIPMENT OPERATOR II	6.48	$34,729	$46,116	$57,502	$44,488	$46,699	65.6%	11/07/2018
2110	50+	SOUTH JORDAN	WATER MAINTENANCE WORKER, STORM DRAIN MAINTENANCE	6.48	$34,630	$41,902	$49,173	$44,488	$38,451	42.0%	09/06/2018
2110	30 to 40	SPANISH FORK	STREETS AND STORMWATER TECHNICIAN II	6.48	$34,570	$43,212	$51,854	$44,488	$44,512	50.0%	10/26/2018
2110	30 to 40	SPANISH FORK	WATER TECHNICIAN II	6.48	$34,570	$43,212	$51,854	$44,488	$47,008	50.0%	10/26/2018
2110	50+	OGDEN	HEAVY EQUIPMENT OPERATOR	6.48	$34,542	$40,871	$47,200	$44,488	$39,722	36.6%	09/11/2018
2110	20 to 30	PLEASANT GROVE	WATER/SEWER - FOREMAN/OPERATOR II	6.48	$34,493	$41,392	$49,670	$44,488	$41,392	44.0%	02/28/2018
2110	40 to 50	BOX ELDER COUNTY	EQUIPMENT OPERATOR II	6.48	$34,455	$44,776	$55,097	$44,488	$44,256	59.9%	08/09/2018
2110	10 to 20	BLUFFDALE	WATER SYSTEMS OPERATOR II	6.48	$34,286	$42,189	$50,092	$44,488	$53,459	46.1%	11/19/2018
2110	20 to 30	AMERICAN FORK	WATER SYSTEM OPERATOR II	6.48	$34,260	$42,825	$51,389	$44,488	$42,825	50.0%	08/15/2018
2110	20 to 30	CLINTON	MAINT WORKER II	6.48	$34,133	$41,933	$49,733	$44,488	$43,111	45.7%	08/23/2018
2110	50+	PROVO	STREETS MAINTENANCE WORKER	6.48	$33,953	$40,379	$46,805	$44,488	$40,379	37.9%	08/21/2018
2110	30 to 40	EAGLE MOUNTAIN	WATER SYSTEM OPERATOR II	6.48	$33,741	$41,164	$48,587	$44,488	$39,146	44.0%	02/22/2018
2110	20 to 30	SYRACUSE	STREET MAINTENANCE WORKER III	6.48	$33,654	$41,444	$49,234	$44,488	$40,872	46.3%	09/04/2018
2110	NA	ROY WATER CONSERVANCY	PIPELINE MAINTENANCE II	6.48	$33,634	$44,368	$55,102	$44,488	$53,049	63.8%	Aged 2@5%
2110	50+	LEHI	STREET MAINTENANCE OPERATOR II	6.48	$33,594	$41,152	$48,710	$44,488	$46,813	45.0%	07/31/2018
2110	10 to 20	SARATOGA SPRINGS	UTILITY MAINTENANCE OPERATOR II	6.48	$33,289	$40,779	$48,269	$44,488	$38,613	45.0%	09/06/2018
2110	20 to 30	SOUTH SALT LAKE	HEAVY EQUIPMENT OPER	6.48	$33,233	$41,754	$50,274	$44,488	$39,681	51.3%	03/23/2018
2110	10 to 20	RIVERDALE	PUBLIC WORKS OPERATOR II	6.48	$33,197	$43,493	$53,789	$44,488	$43,493	62.0%	08/13/2018
2110	50+	LAYTON	PUBLIC WORKS OPERATOR	6.48	$33,185	$39,822	$46,458	$44,488	$37,433	40.0%	07/17/2018
2110	50+	LAYTON	WATER MAINTENANCE WORKER II	6.48	$33,185	$39,822	$46,458	$44,488	$36,476	40.0%	07/17/2018
2110	30 to 40	COTTONWOOD HEIGHTS	UTILITY MAINTENANCE WORKER II	6.48	$33,163	$40,306	$47,449	$44,488	$40,918	43.1%	10/23/2018
2110	0 to 10	TREMONTON	PUBLIC WORKS CERTIFIED	6.48	$32,842	$40,756	$48,669	$44,488	$48,756	48.2%	08/13/2018
2110	50+	SALT LAKE COUNTY	HEAVY EQUIP OPERATOR	6.48	$32,477	$40,596	$48,715	$44,488	$40,478	50.0%	06/22/2018
2110	50+	SALT LAKE COUNTY	TRUCK DRIVER	6.48	$32,477	$40,596	$48,715	$44,488	$38,042	50.0%	06/22/2018
2110	50+	OGDEN	WATER MAINTENANCE TECH I	6.48	$32,076	$37,953	$43,830	$44,488	$33,089	36.6%	09/11/2018
2110	30 to 40	CLEARFIELD	UTILITY MAINTENANCE SPECIALIST II	6.48	$32,011	$38,418	$44,824	$44,488	$33,716	40.0%	06/26/2018
2110	50+	SANDY	DRAINAGE/WATER CONSTRUCT. WORKER I&II - 30532,30533,305	6.48	$32,011	$39,697	$47,382	$44,488	$36,580	48.0%	08/29/2018
2110	50+	SANDY	DRAINAGE/WATER CONSTRUCT. WORKER I&II - 30532,30533,305	6.48	$32,011	$39,697	$47,382	$44,488	$36,580	48.0%	08/29/2018
2110	10 to 20	NORTH OGDEN	UTILITY MAINTENANCE WORKER II	6.48	$31,840	$38,818	$45,796	$44,488	$36,775	43.8%	02/16/2018
2110	30 to 40	ROY	STREETS HEAVY EQUIP OPERATOR II	6.48	$31,762	$39,718	$47,674	$44,488	$36,180	50.1%	07/14/2018
2110	30 to 40	ROY	WATER EQUIPMENT OPERATOR II	6.48	$31,762	$39,718	$47,674	$44,488	$40,501	50.1%	07/14/2018
2110	10 to 20	BLUFFDALE	STREET MAINTENANCE OPERATOR II	6.48	$31,746	$39,062	$46,377	$44,488	$46,843	46.1%	11/19/2018
2110	0 to 10	WASHINGTON TERRACE	PW	6.48	$31,595	$36,400	$41,204	$44,488	$41,204	30.4%	08/09/2018
2110	20 to 30	SYRACUSE	STREETS MAINTENANCE WORKER II	6.48	$31,054	$37,679	$44,304	$44,488	$39,569	42.7%	09/04/2018
2110	20 to 30	SYRACUSE	ENVIRONMENTAL MAINTENANCE WORKER II	6.48	$31,054	$37,679	$44,304	$44,488	$31,200	42.7%	08/22/2018
2110	20 to 30	SYRACUSE	WATER MAINTENANCE WORKER II	6.48	$31,054	$37,679	$44,304	$44,488	$34,694	42.7%	09/04/2018
2110	30 to 40	KAYSVILLE	UTILITY MAINTENANCE WORKER II	6.48	$30,615	$40,148	$49,682	$44,488	$40,148	62.3%	Aged 1@3%
2110	40 to 50	DRAPER	STREETS/STORMWATER EQUIPMENT OPERATOR I/II	6.48	$29,702	$38,574	$47,445	$44,488	$339,924	59.7%	08/14/2018
2110	20 to 30	AMERICAN FORK	STREET MAINTENANCE OPERATOR I	6.48	$28,513	$35,641	$42,769	$44,488	$35,641	50.0%	08/15/2018
1656	30 to 40	BOUNTIFUL	DISPATCHER III	6.39	$38,230	$48,776	$59,322	$42,350	$51,251	55.2%	09/04/2018
1656	50+	LAYTON	DISPATCHER III	6.39	$37,596	$45,116	$52,635	$42,350	$45,768	40.0%	07/16/2018
370	50+	PROVO	PLANNING TECH & SR PLANNING TECH	5.79	$39,305	$46,744	$54,182	$42,350	$40,665	37.9%	08/20/2018
370	20 to 30	CLINTON	PLANNING AND ZONING TECH	5.79	$37,565	$46,145	$54,725	$42,350	$45,335	45.7%	08/23/2018
370	40 to 50	DRAPER	PLANNING COORDINATOR	5.79	$35,942	$46,686	$57,429	$42,350	$37,024	59.8%	08/14/2018
370	50+	UTAH COUNTY	PLANNING TECHNICIAN (3060)	5.79	$35,499	$41,201	$46,902	$42,350	$41,201	32.1%	01/05/2018
370	10 to 20	NORTH SALT LAKE	PLANNING TECHNICIAN	5.79	$34,676	$42,638	$50,599	$42,350	$34,676	45.9%	09/27/2018
370	50+	LAYTON	PLANNING TECHNICIAN	5.79	$33,528	$40,234	$46,939	$42,350	$37,869	40.0%	07/17/2018
370	30 to 40	BOUNTIFUL	PLANNING TECHNICIAN	5.79	$33,072	$40,935	$48,797	$42,350	$33,072	47.5%	09/13/2018
370	50+	OGDEN	PLANNING TECHNICIAN	5.79	$32,076	$37,953	$43,830	$42,350	$43,396	36.6%	09/11/2018
370	50+	SOUTH JORDAN	PLANNING PERMIT TECHNCIAN	5.79	$31,410	$38,006	$44,602	$42,350	$42,794	42.0%	09/04/2018
1235	10 to 20	HIGHLAND	PARK MAINTENANCE WORKER	5.62	$41,188	$50,302	$59,416	$40,268	$34,899	44.3%	Aged 1@3%
1235	0 to 10	WEST BOUNTIFUL	PARK MAINTENANCE WORKER II	5.62	$39,669	$48,593	$57,516	$40,268	$48,593	45.0%	07/27/2018
1235	20 to 30	FARMINGTON	PARK MAINTENANCE WORKER II	5.62	$37,156	$45,883	$54,610	$40,268	$37,966	47.0%	Aged 1@3%
1235	20 to 30	SPRINGVILLE	PARKS WORKER II	5.62	$35,686	$41,890	$48,094	$40,268	$35,360	34.8%	09/07/2018
1235	30 to 40	MURRAY	MAINTENANCE WORKER	5.62	$35,568	$44,772	$53,976	$40,268	$36,761	51.8%	08/27/2018
1235	50+	SOUTH JORDAN	PARKS MAINTENANCE WORKER I AND II, MULLIGAN'S LANDSCAF	5.62	$34,629	$44,422	$54,214	$40,268	$37,901	56.6%	09/05/2018
1235	50+	WEST JORDAN	PARKS MAINTENANCE WORKER II	5.62	$34,538	$41,833	$49,129	$40,268	$35,808	42.2%	08/30/2018
1235	50+	PROVO	GROUNDS TECHNICIAN II	5.62	$33,953	$40,379	$46,805	$40,268	$37,446	37.9%	08/29/2018
1235	30 to 40	KAYSVILLE	PARKS MAINTENANCE WORKER II	5.62	$33,678	$44,165	$54,652	$40,268	$44,165	62.3%	Aged 1@3%
1235	50+	LEHI	PARK MAINTENANCE WORKER II	5.62	$33,309	$40,804	$48,298	$40,268	$41,570	45.0%	07/31/2018
1235	20 to 30	PLEASANT GROVE	PARKS MAINTENANCE WORKER	5.62	$33,193	$39,832	$47,798	$40,268	$39,832	44.0%	02/28/2018
1235	40 to 50	DRAPER	PARKS TEHNICIAN II	5.62	$32,656	$42,422	$52,187	$40,268	$34,881	59.8%	08/14/2018
1235	30 to 40	SPANISH FORK	MAINTENANCE WORKER	5.62	$32,635	$40,799	$48,963	$40,268	$39,416	50.0%	10/26/2018
1235	50+	UTAH COUNTY	PARKS MAINTENANCE SPECIALIST II (8901)	5.62	$32,359	$37,538	$42,717	$40,268	$33,813	32.0%	01/05/2018
1235	50+	SANDY	PARKS MAINTENANCE WORKER II - 30616, 30618 (ALSO MATCH T	5.62	$32,011	$39,697	$47,382	$40,268	$39,697	48.0%	08/29/2018
1235	30 to 40	ROY	PARKS EQUIP OPERATOR II	5.62	$31,762	$39,718	$47,674	$40,268	$37,374	50.1%	07/14/2018
1235	50+	WEST VALLEY	PARK WORKER I	5.62	$31,712	$41,575	$51,438	$40,268	$34,086	62.2%	08/23/2018
1235	30 to 40	RIVERTON	PARK MAINTENANCE	5.62	$31,357	$35,233	$39,109	$40,268	$35,766	24.7%	11/05/2018

1235	20 to 30	SYRACUSE	PARKS MAINTENANCE WORKER II	**5.62**	$31,221	$38,896	$46,571	**$40,268**	$38,896	49.2%	08/23/2018
1235	30 to 40	HERRIMAN	PARKS TECHNICIAN II	**5.62**	$30,975	$38,714	$46,453	**$40,268**	$39,784	50.0%	Aged 1@3%
1235	10 to 20	RIVERDALE	PARKS MAINTENANCE II	**5.62**	$30,867	$40,103	$49,338	**$40,268**	$40,103	59.8%	08/10/2018
1235	30 to 40	EAGLE MOUNTAIN	PARK MAINTENANCE WORKER II	**5.62**	$30,756	$37,523	$44,289	**$40,268**	$35,360	44.0%	02/22/2018
1235	10 to 20	PAYSON	CEMETERY WORKER	**5.62**	$30,555	$36,962	$43,368	**$40,268**	$38,071	41.9%	11/30/2018
1235	20 to 30	HOLLADAY	PARK MAINTENANCE WORKER II	**5.62**	$30,243	$37,097	$43,950	**$40,268**	$37,046	45.3%	08/10/2018
1235	10 to 20	BLUFFDALE	PARKS MAINTENANCE WORKER II	**5.62**	$30,234	$37,200	$44,165	**$40,268**	$38,520	46.1%	11/19/2018
1235	10 to 20	WOODS CROSS	PROPERTIES MAINTENANCE WORKER II	**5.62**	$30,184	$37,920	$45,656	**$40,268**	$39,822	51.3%	05/14/2018
1235	50+	LAYTON	PARKS SPECIALIST II	**5.62**	$30,099	$36,119	$42,138	**$40,268**	$31,935	40.0%	07/17/2018
1235	20 to 30	AMERICAN FORK	PARK MAINTENANCE OPERATOR II	**5.62**	$30,024	$37,530	$45,036	**$40,268**	$37,530	50.0%	08/15/2018
1235	50+	OGDEN	PARKS MAINTENANCE TECHNICIAN	**5.62**	$29,785	$35,243	$40,701	**$40,268**	$33,270	36.6%	09/11/2018
1235	0 to 10	MAPLETON	PARK MAINTENANCE WORKER II	**5.62**	$29,117	$35,126	$41,135	**$40,268**	$44,680	41.3%	02/21/2018
1235	0 to 10	SANTAQUIN	PUBLIC WORKS PARKS/GROUNDS MAINTENANCE WORKER	**5.62**	$28,736	$34,792	$40,848	**$40,268**	$38,813	42.1%	02/02/2018
1235	10 to 20	SOUTH OGDEN	PARK MAINTENANCE WORKER II	**5.62**	$28,704	$35,391	$42,078	**$40,268**	$35,391	46.6%	11/29/2018
1040	0 to 10	MAPLETON	COURT CLERK	**5.43**	$38,542	$40,127	$41,713	**$37,930**	$41,331	8.2%	02/21/2018
1040	50+	SALT LAKE CITY	JUDICIAL ASSISTANT II	**5.43**	$34,860	$43,638	$52,416	**$37,930**	$50,678	50.4%	11/07/2018
1040	30 to 40	RIVERTON	LEAD COURT CLERK	**5.43**	$34,782	$39,081	$43,380	**$37,930**	$43,148	24.7%	11/01/2018
1040	30 to 40	MURRAY	COURT CLERK II	**5.43**	$34,715	$43,691	$52,666	**$37,930**	$37,357	51.7%	08/24/2018
1040	10 to 20	NORTH SALT LAKE	COURT CLERK II	**5.43**	$34,676	$42,638	$50,599	**$37,930**	$40,625	45.9%	09/27/2018
1040	50+	PROVO	JUSTICE COURT CLERK	**5.43**	$33,953	$40,379	$46,805	**$37,930**	$36,900	37.9%	08/22/2018
1040	0 to 10	SANTAQUIN	JUSTICE COURT CLERK	**5.43**	$32,095	$39,006	$45,916	**$37,930**	$33,259	43.1%	02/02/2018
1040	50+	WEST VALLEY	COURT CLERK II	**5.43**	$31,712	$41,575	$51,438	**$37,930**	$39,227	62.2%	08/29/2018
1040	50+	SOUTH JORDAN	JUSTICE COURT CLERK II	**5.43**	$31,410	$40,292	$49,174	**$37,930**	$35,713	56.6%	08/20/2018
1040	50+	TOOELE COUNTY	COURT CLERK II	**5.43**	$31,094	$34,513	$37,932	**$37,930**	$32,512	22.0%	01/12/2018
1040	30 to 40	HERRIMAN	COURT CLERK II	**5.43**	$30,975	$38,714	$46,453	**$37,930**	$43,512	50.0%	Aged 1@3%
1040	30 to 40	MIDVALE	JUDICIAL ASSISTANT I	**5.43**	$30,848	$37,839	$44,829	**$37,930**	$35,469	45.3%	08/23/2018
1040	50+	WEST JORDAN	COURT CLERK I	**5.43**	$30,535	$36,988	$43,440	**$37,930**	$33,445	42.3%	08/30/2018
1040	20 to 30	SYRACUSE	COURT CLERK II	**5.43**	$30,514	$36,785	$43,056	**$37,930**	$36,785	41.1%	08/22/2018
1040	30 to 40	CLEARFIELD	COURT CLERK II	**5.43**	$30,493	$36,587	$42,682	**$37,930**	$33,898	40.0%	06/25/2018
1040	20 to 30	HOLLADAY	JUNIOR COURT CLERK	**5.43**	$30,243	$37,097	$43,950	**$37,930**	$20,467	45.3%	08/10/2018
1040	20 to 30	SOUTH SALT LAKE	COURT CLERK	**5.43**	$30,191	$37,930	$45,668	**$37,930**	$34,332	51.3%	03/23/2018
1040	50+	UTAH COUNTY	JUSTICE COURT CLERK I (6150)	**5.43**	$30,159	$35,016	$39,872	**$37,930**	$35,017	32.2%	01/05/2018
1040	50+	DAVIS COUNTY	COURT CLERK II	**5.43**	$30,014	$38,126	$46,238	**$37,930**	$34,133	54.1%	07/20/2018
1040	50+	SANDY	JUSTICE COURT CLERK - 30252, 40252	**5.43**	$29,806	$36,962	$44,117	**$37,930**	$34,687	48.0%	11/13/2018
1040	40 to 50	DRAPER	COURT CLERK II	**5.43**	$29,702	$38,574	$47,445	**$37,930**	$34,726	59.7%	08/14/2018
1040	50+	SALT LAKE COUNTY	JUDICIAL ASSISTANT	**5.43**	$29,702	$37,128	$44,554	**$37,930**	$32,261	50.0%	06/22/2018
1040	30 to 40	ROY	COURT CLERK	**5.43**	$29,557	$36,962	$44,366	**$37,930**	$36,021	50.1%	07/14/2018
1040	20 to 30	CLINTON	COURT CLERK II	**5.43**	$29,495	$36,234	$42,973	**$37,930**	$34,025	45.7%	08/23/2018
1040	50+	OGDEN	COURT CLERK	**5.43**	$29,059	$34,384	$39,708	**$37,930**	$35,104	36.6%	09/11/2018
1040	10 to 20	BLUFFDALE	COURT CLERK II	**5.43**	$28,795	$35,430	$42,065	**$37,930**	$35,430	46.1%	11/19/2018
1040	0 to 10	TREMONTON	CLERK II - COURT CLERK	**5.43**	$28,048	$35,325	$42,601	**$37,930**	$29,543	51.9%	08/13/2018
1040	40 to 50	TAYLORSVILLE	JUDICAL SERVICES REPRESENTATIE	**5.43**	$27,933	$34,218	$40,503	**$37,930**	$34,664	45.0%	Aged 1@3%
1040	10 to 20	RIVERDALE	COURT CLERK II	**5.43**	$18,798	$24,434	$30,069	**$37,930**	$29,406	60.0%	07/12/2018
1040	10 to 20	HIGHLAND	FRONT DESK ATTENDANT/ COURT CASHIER	**5.43**	$18,487	$22,184	$26,621	**$37,930**	$22,184	44.0%	Aged 1@3%
1040	10 to 20	SOUTH OGDEN	COURT CLERK II	**5.43**	$17,836	$31,526	$45,216	**$37,930**	$33,738	153.5%	11/26/2018
2105	10 to 20	HIGHLAND	STREET TECHNICIAN	**5.43**	$51,565	$63,040	$74,514	**$39,937**	$46,169	44.5%	Aged 1@3%
2105	30 to 40	MURRAY	EQUIPMENT OPERATOR I	**5.43**	$38,563	$48,537	$58,510	**$39,937**	$54,628	51.7%	08/24/2018
2105	20 to 30	SPRINGVILLE	EQUIPMENT OPERATOR II	**5.43**	$37,453	$44,931	$52,409	**$39,937**	$44,931	39.9%	09/07/2018
2105	10 to 20	BRIGHAM CITY	EQUIPMENT OPERATOR II	**5.43**	$37,039	$43,141	$49,243	**$39,937**	$39,229	32.9%	09/05/2018
2105	NA	TAYLORSVILLE-BENNION SP	WATER OPERATOR I	**5.43**	$36,505	$45,626	$54,747	**$39,937**	$40,211	50.0%	01/23/2018
2105	30 to 40	BOUNTIFUL	LIGHT EQUIPMENT OPERATOR	**5.43**	$36,442	$46,457	$56,472	**$39,937**	$40,243	55.0%	08/30/2018
2105	30 to 40	BOUNTIFUL	WATER OPERATOR	**5.43**	$36,442	$46,457	$56,472	**$39,937**	$36,442	55.0%	08/30/2018
2105	50+	WEST VALLEY	OPERATOR I	**5.43**	$35,672	$46,770	$57,867	**$39,937**	$37,198	62.2%	08/23/2018
2105	30 to 40	MURRAY	MAINTENANCE WORKER	**5.43**	$35,568	$44,772	$53,976	**$39,937**	$40,231	51.8%	08/27/2018
2105	30 to 40	MURRAY	MAINTENANCE WORKER	**5.43**	$35,568	$44,772	$53,976	**$39,937**	$39,813	51.8%	08/27/2018
2105	50+	UTAH COUNTY	EQUIPMENT OPERATOR I (7020)	**5.43**	$35,499	$41,201	$46,902	**$39,937**	$42,808	32.1%	01/05/2018
2105	50+	DAVIS COUNTY	EQUIPMENT OPERATOR II	**5.43**	$35,464	$45,178	$54,891	**$39,937**	$48,280	54.8%	07/20/2018
2105	50+	WEST JORDAN	STREET MAINTENANCE WORKER II	**5.43**	$35,391	$42,883	$50,375	**$39,937**	$37,885	42.3%	08/30/2018
2105	10 to 20	LINDON	EQUIPMENT OPERATOR	**5.43**	$35,235	$43,982	$52,728	**$39,937**	$52,728	49.6%	03/29/2018
2105	50+	SALT LAKE CITY	WATER SYSTEM MAINTENANCE OPERATOR I	**5.43**	$35,172	$40,736	$46,300	**$39,937**	$42,679	31.6%	11/07/2018
2105	50+	SALT LAKE CITY	WATER SYSTEM MAINTENANCE OPERATOR I	**5.43**	$35,172	$40,736	$46,300	**$39,937**	$42,679	31.6%	11/07/2018
2105	0 to 10	NEPHI	UTILITY TECH LL	**5.43**	$34,952	$38,726	$42,500	**$39,937**	$38,726	21.6%	Aged 2@5%
2105	30 to 40	MIDVALE	EQUIPMENT OPERATOR II	**5.43**	$34,943	$42,782	$50,621	**$39,937**	$38,359	44.9%	08/23/2018
2105	50+	SOUTH JORDAN	STREETS MAINTENANCE WORKER	**5.43**	$34,630	$44,422	$54,214	**$39,937**	$37,031	56.6%	09/06/2018
2105	30 to 40	MURRAY	WATER TECH I	**5.43**	$34,424	$43,337	$52,250	**$39,937**	$41,850	51.8%	08/27/2018
2105	50+	TOOELE COUNTY	ROAD OPS SPECIALIST I	**5.43**	$34,297	$38,062	$41,827	**$39,937**	$34,297	22.0%	01/12/2018
2105	50+	SALT LAKE CITY	EQUIPMENT OPERATOR	**5.43**	$34,174	$39,561	$44,948	**$39,937**	$43,934	31.5%	11/07/2018
2105	20 to 30	SPRINGVILLE	STREET OOPERATOR I/II	**5.43**	$34,045	$43,227	$52,409	**$39,937**	$35,069	53.9%	09/07/2018
2105	20 to 30	SPRINGVILLE	WATER MAINTENANCE I	**5.43**	$34,045	$39,937	$45,830	**$39,937**	$32,774	34.8%	09/07/2018

2105	20 to 30	SPRINGVILLE	WATER TECHNICIAN I	**5.43**	$34,045	$39,937	$45,830	**$39,937**	$32,968	34.6%	09/07/2018
2105	50+	PROVO	STREETS MAINTENANCE WORKER	**5.43**	$33,953	$40,379	$46,805	**$39,937**	$40,379	37.9%	08/21/2018
2105	50+	PROVO	STREETS MAINTENANCE WORKER	**5.43**	$33,953	$40,379	$46,805	**$39,937**	$40,379	37.9%	08/21/2018
2105	50+	LEHI	WATER SYSTEM OPERATOR I	**5.43**	$33,789	$40,546	$47,304	**$39,937**	$39,501	40.0%	07/31/2018
2105	30 to 40	MIDVALE	EQUIPMENT OPERATOR I (VARIES)	**5.43**	$33,405	$40,995	$48,585	**$39,937**	$39,312	45.4%	11/26/2018
2105	30 to 40	MIDVALE	WATER DISTRIBUTION OPERATOR I	**5.43**	$33,405	$40,995	$48,585	**$39,937**	$38,620	45.4%	08/23/2018
2105	NA	WEBER BASIN WATER	UTILITY MAINTENANCE WORKER I	**5.43**	$33,340	$40,813	$48,286	**$39,937**	$40,813	44.8%	Aged 2@5%
2105	50+	WEST JORDAN	WASTEWATER CONSTRUCTION TECH. I	**5.43**	$33,259	$40,023	$46,788	**$39,937**	$35,195	40.7%	08/30/2018
2105	40 to 50	BOX ELDER COUNTY	EQUIPMENT OPERATOR I	**5.43**	$33,223	$44,160	$55,097	**$39,937**	$54,034	65.8%	08/09/2018
2105	50+	LAYTON	STREET MAINTENANCE WORKER	**5.43**	$33,185	$39,822	$46,458	**$39,937**	$38,091	40.0%	07/17/2018
2105	NA	JORDAN VALLEY WATER	MAINTENANCE WORKER I	**5.43**	$33,108	$38,074	$43,040	**$39,937**	$36,405	30.0%	09/05/2018
2105	10 to 20	BRIGHAM CITY	WATER SYSTEM/EQUIPMENT OPERATOR I	**5.43**	$32,973	$38,793	$44,612	**$39,937**	$32,989	35.3%	09/06/2018
2105	20 to 30	FARMINGTON	STREET MAINTENANCE OPERATOR I	**5.43**	$32,843	$40,502	$48,162	**$39,937**	$40,502	46.6%	Aged 1@3%
2105	40 to 50	DRAPER	WATER SYSTEMS OPERATOR I	**5.43**	$32,656	$42,422	$52,187	**$39,937**	$35,360	59.8%	09/26/2018
2105	30 to 40	SPANISH FORK	STREETS AND STORMWATER TECHNICIAN I	**5.43**	$32,635	$40,799	$48,963	**$39,937**	$37,939	50.0%	10/26/2018
2105	30 to 40	SPANISH FORK	WATER TECHNICIAN I	**5.43**	$32,635	$40,799	$48,963	**$39,937**	$40,394	50.0%	10/26/2018
2105	50+	PROVO	WATER SYSTEM MAINT. OPERATOR APPR & I	**5.43**	$32,336	$38,456	$44,576	**$39,937**	$38,438	37.9%	08/29/2018
2105	30 to 40	TOOELE	WATER DISTRIBUTION OPERATOR I	**5.43**	$32,142	$39,258	$46,374	**$39,937**	$33,434	44.3%	07/11/2018
2105	0 to 10	SANTAQUIN	PUBLIC WORKS MAINTENANCE/EQUIPMENT OPERATOR	**5.43**	$32,095	$39,006	$45,916	**$39,937**	$41,205	43.1%	02/02/2018
2105	50+	OGDEN	EQUIPMENT OPERATOR	**5.43**	$32,076	$37,953	$43,830	**$39,937**	$36,158	36.6%	09/11/2018
2105	50+	WEST JORDAN	UTILITY MAINTENANCE TECHNICIAN	**5.43**	$32,067	$38,848	$45,629	**$39,937**	$36,726	42.3%	08/30/2018
2105	50+	SANDY	STREETS MAINT WORKER II - 30505 (ALSO MATCH TO 2096)	**5.43**	$32,011	$39,697	$47,382	**$39,937**	$45,469	48.0%	08/29/2018
2105	50+	SANDY	STREETS MAINT WORKER I&II 30526, 30505 (ALSO MATCH TO 19	**5.43**	$32,011	$39,697	$47,382	**$39,937**	$38,722	48.0%	10/23/2018
2105	10 to 20	PAYSON	EQUIPMENT OPERATOR	**5.43**	$31,970	$38,969	$45,968	**$39,937**	$43,555	43.8%	11/30/2018
2105	50+	LEHI	STREET MAINTENANCE OPERATOR I	**5.43**	$31,705	$38,045	$44,386	**$39,937**	$39,939	40.0%	07/31/2018
2105	30 to 40	EAGLE MOUNTAIN	STREET MAINTENANCE OPERATOR	**5.43**	$31,369	$38,271	$45,172	**$39,937**	$36,358	44.0%	02/22/2018
2105	30 to 40	RIVERTON	MAINTENANCE OPERATOR	**5.43**	$31,357	$35,233	$39,109	**$39,937**	$33,780	24.7%	11/05/2018
2105	30 to 40	RIVERTON	WATER DISTRIBUTION OPERATOR ENTRY LEVEL	**5.43**	$31,357	$35,233	$39,109	**$39,937**	$35,554	24.7%	11/06/2018
2105	10 to 20	NORTH SALT LAKE	STREETS MAINTENANCE WORKER I	**5.43**	$31,336	$38,524	$45,711	**$39,937**	$32,597	45.9%	09/27/2018
2105	20 to 30	CLINTON	MAINTENANCE WORKER I	**5.43**	$30,888	$37,939	$44,990	**$39,937**	$31,946	45.7%	08/23/2018
2105	20 to 30	AMERICAN FORK	STREET MAINTENANCE OPERATOR I	**5.43**	$30,791	$38,489	$46,186	**$39,937**	$38,489	50.0%	08/15/2018
2105	20 to 30	AMERICAN FORK	WATER SYSTEM OPERATOR I	**5.43**	$30,791	$38,489	$46,186	**$39,937**	$38,489	50.0%	08/15/2018
2105	10 to 20	SARATOGA SPRINGS	UTILITY MAINTENANCE OPERATOR I	**5.43**	$30,681	$37,584	$44,487	**$39,937**	$35,131	45.0%	09/06/2018
2105	30 to 40	COTTONWOOD HEIGHTS	UTILITY MAINTENANCE WORKER I	**5.43**	$30,520	$37,058	$43,595	**$39,937**	$40,576	42.8%	10/23/2018
2105	30 to 40	TOOELE	STREETS MAINTENANCE TECHNICIAN	**5.43**	$30,471	$38,423	$46,374	**$39,937**	$35,594	52.2%	07/11/2018
2105	30 to 40	ROY	STREETS EQUIP OPERATOR I	**5.43**	$30,264	$37,835	$45,406	**$39,937**	$32,044	50.0%	07/14/2018
2105	30 to 40	ROY	WATER OPERATOR I	**5.43**	$30,264	$37,835	$45,406	**$39,937**	$31,564	50.0%	07/14/2018
2105	10 to 20	BLUFFDALE	WATER SYSTEMS OPERATOR I	**5.43**	$30,234	$37,200	$44,165	**$39,937**	$43,108	46.1%	11/19/2018
2105	20 to 30	SOUTH SALT LAKE	EQUIPMENT OPER	**5.43**	$30,191	$37,930	$45,668	**$39,937**	$36,568	51.3%	03/23/2018
2105	10 to 20	RIVERDALE	PUBLIC WORKS OPERATOR I	**5.43**	$30,035	$38,948	$47,861	**$39,937**	$46,717	59.4%	08/13/2018
2105	50+	SANDY	DRAINAGE / WATER CONSTRUCTION MAINT. LABORER - 30564, 3	**5.43**	$29,806	$36,962	$44,117	**$39,937**	$36,962	48.0%	08/29/2018
2105	50+	SANDY	DRAINAGE / WATER CONSTRUCTION MAINT. LABORER - 30564, 3	**5.43**	$29,806	$36,962	$44,117	**$39,937**	$36,962	48.0%	08/29/2018
2105	20 to 30	PLEASANT GROVE	STREETS - UTILITY OPERATOR I & II	**5.43**	$29,471	$35,365	$42,438	**$39,937**	$35,365	44.0%	02/28/2018
2105	10 to 20	PAYSON	WATER MAINTENANCE TECH/LABORER	**5.43**	$29,120	$34,975	$40,830	**$39,937**	$36,014	40.2%	11/30/2018
2105	30 to 40	CLEARFIELD	UTILITY MAINTENANCE SPECIALIST I	**5.43**	$29,036	$34,840	$40,643	**$39,937**	$30,918	40.0%	06/26/2018
2105	30 to 40	EAGLE MOUNTAIN	WATER SYSTEM OPERATOR I	**5.43**	$28,834	$35,178	$41,521	**$39,937**	$35,360	44.0%	02/22/2018
2105	10 to 20	BLUFFDALE	STREET MAINTENANCE WORKER I	**5.43**	$28,795	$35,430	$42,065	**$39,937**	$39,480	46.1%	11/19/2018
2105	10 to 20	NORTH OGDEN	UTIL. MAINT WORKER I	**5.43**	$28,652	$34,978	$41,303	**$39,937**	$29,822	44.2%	02/16/2018
2105	0 to 10	WASHINGTON TERRACE	CREW MEMBER (PW)	**5.43**	$28,620	$32,936	$37,252	**$39,937**	$35,099	30.2%	08/09/2018
2105	10 to 20	SOUTH OGDEN	MAINTENANCE WORKER I	**5.43**	$28,163	$36,972	$45,780	**$39,937**	$35,984	62.8%	11/26/2018
2105	20 to 30	SYRACUSE	STREETS MAINTENANCE WORKER I	**5.43**	$28,163	$34,601	$41,038	**$39,937**	$34,601	45.7%	08/28/2018
2105	20 to 30	SYRACUSE	ENVIRONMENTAL MAINTENANCE WORKER I	**5.43**	$28,163	$34,601	$41,038	**$39,937**	$34,601	45.7%	09/04/2018
2105	20 to 30	SYRACUSE	WATER MAINTENANCE WORKER I	**5.43**	$28,163	$34,601	$41,038	**$39,937**	$34,601	45.7%	09/04/2018
2105	0 to 10	TREMONTON	PUBLIC WORKS UNCERTIFIED	**5.43**	$28,048	$35,325	$42,601	**$39,937**	$30,697	51.9%	08/13/2018
2105	20 to 30	PLEASANT GROVE	UTILITY MAINTENANCE WORKER I	**5.43**	$27,595	$33,114	$39,736	**$39,937**	$33,114	44.0%	02/28/2018
2105	NA	ROY WATER CONSERVANCY	PIPELINE MAINTENANCE I	**5.43**	$27,474	$36,243	$45,012	**$39,937**	$36,243	63.8%	Aged 2@5%
2105	30 to 40	HERRIMAN	STREETS TECHNICIAN II	**5.43**	$26,689	$36,571	$46,453	**$39,937**	$34,278	74.1%	Aged 1@3%
2105	30 to 40	HERRIMAN	WATER OPERATR I	**5.43**	$26,688	$33,372	$40,056	**$39,937**	$34,171	50.1%	Aged 1@3%
1655	20 to 30	SPRINGVILLE	DISPATCHER II	**5.42**	$43,285	$51,988	$60,691	**$39,937**	$51,988	40.2%	09/07/2018
1655	50+	TOOELE COUNTY	DISPATCHER II	**5.42**	$41,669	$46,270	$50,872	**$39,937**	$42,305	22.1%	01/12/2018
1655	50+	PROVO	SENIOR DISPATCHER	**5.42**	$37,433	$44,518	$51,602	**$39,937**	$44,463	37.9%	08/22/2018
1655	30 to 40	BOUNTIFUL	DISPATCHER II	**5.42**	$36,442	$46,457	$56,472	**$39,937**	$42,734	55.0%	09/04/2018
1655	50+	LAYTON	DISPATCHER II	**5.42**	$35,806	$42,967	$50,128	**$39,937**	$37,929	40.0%	07/16/2018
1655	20 to 30	FARMINGTON	COMMUNICATIONS OPERATOR/SECERETARY	**5.42**	$34,933	$43,122	$51,310	**$39,937**	$48,470	46.9%	Aged 1@3%
1655	50+	OREM	DISPATCHER	**5.42**	$34,132	$42,666	$51,199	**$39,937**	$38,181	50.0%	07/11/2018
1655	30 to 40	CLEARFIELD	DISPATCHER II	**5.42**	$33,634	$40,342	$47,050	**$39,937**	$40,342	39.9%	06/25/2018
1655	50+	DAVIS COUNTY	DISPATCHER II	**5.42**	$31,658	$40,300	$48,942	**$39,937**	$44,198	54.6%	07/20/2018
1655	50+	SALT LAKE CITY	PUBLIC SAFETY DISPATCHER II	**5.42**	$31,493	$41,702	$51,910	**$39,937**	$45,366	64.8%	11/07/2018
725	20 to 30	CLINTON	FINANCE SPECIALIST	**5.35**	$43,451	$53,373	$63,294	**$43,588**	$42,647	45.7%	08/23/2018

725	10 to 20	PAYSON	ACCOUNTING TECHNICIAN	**5.35**	$43,276	$51,932	$62,318	**$43,588**	$51,932	44.0%	11/30/2018
725	50+	WEST JORDAN	ACCOUNTING TECHNICIAN	**5.35**	$43,134	$52,245	$61,356	**$43,588**	$52,125	42.2%	08/30/2018
725	10 to 20	NORTH SALT LAKE	ACCOUNTS PAYABLE CLERK	**5.35**	$40,293	$49,758	$59,223	**$43,588**	$59,223	47.0%	09/27/2018
725	50+	SOUTH JORDAN	ACCOUNTING TECHNICIAN	**5.35**	$38,179	$46,197	$54,214	**$43,588**	$53,553	42.0%	08/15/2018
725	50+	UTAH COUNTY	ACCOUNTING TECHNICIAN (6240)	**5.35**	$38,021	$44,152	$50,283	**$43,588**	$46,177	32.3%	01/05/2018
725	0 to 10	WEST BOUNTIFUL	FINANCE CLERK	**5.35**	$37,326	$45,722	$54,118	**$43,588**	$43,904	45.0%	07/27/2018
725	40 to 50	TAYLORSVILLE	ACCOUNTING TECHNICIAN	**5.35**	$36,202	$45,253	$54,304	**$43,588**	$51,363	50.0%	Aged 1@3%
725	30 to 40	EAGLE MOUNTAIN	ACCOUNTING TECH II	**5.35**	$36,014	$42,402	$48,789	**$43,588**	$42,402	35.5%	02/22/2018
725	50+	PROVO	SENIOR ACCOUNTING TECHNICIAN	**5.35**	$35,651	$42,398	$49,145	**$43,588**	$43,776	37.9%	08/20/2018
725	10 to 20	NORTH OGDEN	ACCOUNTING TECHNICIAN	**5.35**	$34,582	$41,297	$48,012	**$43,588**	$35,859	38.8%	02/13/2018
725	30 to 40	SPANISH FORK	ACCOUNTING TECHNICIAN	**5.35**	$34,570	$43,212	$51,854	**$43,588**	$37,066	50.0%	10/26/2018
725	30 to 40	MURRAY	ACCOUNTS PAYABLE TECHNICIAN	**5.35**	$33,842	$42,588	$51,334	**$43,588**	$41,122	51.7%	08/24/2018
725	50+	DAVIS COUNTY	ACCOUNTING TECHNICIAN III	**5.35**	$33,634	$42,744	$51,854	**$43,588**	$43,982	54.2%	07/20/2018
725	30 to 40	MIDVALE	FINANCE CLERK	**5.35**	$33,405	$40,995	$48,585	**$43,588**	$39,742	45.4%	08/23/2018
725	40 to 50	DRAPER	ACCOUNTS PAYABLE TECHNICIAN	**5.35**	$32,656	$42,422	$52,187	**$43,588**	$51,459	59.8%	08/14/2018
725	50+	SANDY	ACCOUNTS PAYABLE SPECIALIST - 30370	**5.35**	$32,011	$39,697	$47,382	**$43,588**	$39,239	48.0%	08/29/2018
725	50+	LAYTON	ACCOUNTING TECHNICIAN	**5.35**	$31,940	$38,328	$44,716	**$43,588**	$34,057	40.0%	07/13/2018
725	20 to 30	SOUTH SALT LAKE	ACCOUNTING TECHNICIAN	**5.35**	$30,191	$37,930	$45,668	**$43,588**	$34,518	51.3%	03/23/2018
725	50+	SALT LAKE COUNTY	ACCOUNTING SPEC	**5.35**	$27,173	$33,966	$40,759	**$43,588**	$36,015	50.0%	06/22/2018
600	30 to 40	RIVERTON	NIGHT FACILITIES WORKER/PW LABORER	**4.87**	$31,357	$35,233	$39,109	**$32,164**	$39,104	24.7%	11/06/2018
600	30 to 40	MURRAY	MAINTENANCE CUSTODIAN	**4.87**	$31,200	$39,281	$47,362	**$32,164**	$42,068	51.8%	08/27/2018
600	30 to 40	HERRIMAN	CUSTODIAN II	**4.87**	$30,976	$38,715	$46,453	**$32,164**	$37,535	50.0%	Aged 1@3%
600	20 to 30	SPRINGVILLE	FACILITIES MAINTENANCE TECH I	**4.87**	$30,940	$36,281	$41,622	**$32,164**	$36,281	34.5%	09/07/2018
600	50+	WEST VALLEY	CUSTODIAN	**4.87**	$30,492	$39,976	$49,460	**$32,164**	$37,855	62.2%	08/23/2018
600	20 to 30	SOUTH SALT LAKE	FACILITIES MAINTENANCE TECHNICIAN II	**4.87**	$30,191	$37,930	$45,668	**$32,164**	$32,033	51.3%	03/27/2018
600	30 to 40	EAGLE MOUNTAIN	CUSTODIAN	**4.87**	$30,032	$36,039	$42,045	**$32,164**	$12,480	40.0%	02/22/2018
600	50+	SOUTH JORDAN	CUSTODIAN	**4.87**	$28,490	$37,661	$46,832	**$32,164**	$33,554	64.4%	08/20/2018
600	NA	TIMPANOGOS SPECIAL DIST	JANITOR	**4.87**	$26,780	$29,929	$33,078	**$32,164**	$27,337	23.5%	Aged 1@3%
600	50+	PROVO	CUSTODIAN	**4.87**	$26,603	$31,638	$36,673	**$32,164**	$31,777	37.9%	08/20/2018
600	NA	METROPOLITAN WATER, SAI	MAINTENANCE TECH I	**4.87**	$26,354	$30,306	$34,258	**$32,164**	$26,748	30.0%	02/14/2018
600	50+	UTAH COUNTY	CUSTODIAN (8000)	**4.87**	$26,269	$30,454	$34,640	**$32,164**	$33,932	31.9%	01/05/2018
600	30 to 40	MIDVALE	BUILDING CUSTODIAN	**4.87**	$26,265	$31,485	$36,704	**$32,164**	$30,867	39.7%	08/23/2018
600	50+	SALT LAKE CITY	CUSTODIAN II	**4.87**	$26,145	$30,274	$34,403	**$32,164**	$34,403	31.6%	11/07/2018
600	50+	OREM	CUSTODIAN	**4.87**	$26,011	$32,514	$39,017	**$32,164**	$27,629	50.0%	07/11/2018
600	50+	SALT LAKE COUNTY	CUSTODIAL MAINT WORKER	**4.87**	$25,051	$31,314	$37,577	**$32,164**	$30,256	50.0%	07/03/2018
600	0 to 10	SANTAQUIN	FACILITIES CUSTODIAN	**4.87**	$24,343	$29,309	$34,275	**$32,164**	$30,618	40.8%	02/02/2018
600	50+	LAYTON	BUILDING CUSTODIAN	**4.87**	$24,328	$29,194	$34,059	**$32,164**	$28,548	40.0%	07/13/2018
600	50+	SANDY	BUILDING CUSTODIAN - 30379	**4.87**	$24,149	$29,942	$35,734	**$32,164**	$35,724	48.0%	08/29/2018
600	50+	DAVIS COUNTY	CUSTODIAN II	**4.87**	$23,941	$30,451	$36,962	**$32,164**	$33,516	54.4%	07/20/2018
600	30 to 40	ROY	JANITOR I	**4.87**	$23,192	$28,985	$34,778	**$32,164**	$25,676	50.0%	07/14/2018
600	40 to 50	TAYLORSVILLE	PHYSICAL FACILITIES WORKER	**4.87**	$21,137	$25,364	$29,591	**$32,164**	$24,037	40.0%	Aged 1@3%
1035	50+	OREM	JUSTICE COURT CLERK	**4.25**	$34,132	$42,666	$51,199	**$35,220**	$36,822	50.0%	07/11/2018
1035	10 to 20	NORTH SALT LAKE	COURT CLERK I	**4.25**	$33,128	$40,725	$48,321	**$35,220**	$33,791	45.9%	09/27/2018
1035	30 to 40	MURRAY	COURT CLERK I	**4.25**	$32,843	$41,330	$49,816	**$35,220**	$38,487	51.7%	08/24/2018
1035	50+	WEST VALLEY	COURT CLERK I	**4.25**	$30,492	$39,976	$49,460	**$35,220**	$31,573	62.2%	08/23/2018
1035	50+	LEHI	COURT CLERK	**4.25**	$30,205	$36,247	$42,288	**$35,220**	$37,958	40.0%	07/31/2018
1035	30 to 40	CLEARFIELD	COURT CLERK I (PART-TIME)	**4.25**	$29,037	$34,840	$40,643	**$35,220**	$30,175	40.0%	06/25/2018
1035	10 to 20	WOODS CROSS	COURT CLERK	**4.25**	$28,482	$35,782	$43,082	**$35,220**	$41,586	51.3%	05/14/2018
1035	50+	DAVIS COUNTY	COURT CLERK I	**4.25**	$28,309	$35,984	$43,659	**$35,220**	$30,638	54.2%	07/20/2018
1035	10 to 20	SARATOGA SPRINGS	COURT CLERK	**4.25**	$27,784	$34,035	$40,286	**$35,220**	$31,803	45.0%	09/06/2018
1035	10 to 20	BLUFFDALE	COURT CLERK I	**4.25**	$27,424	$33,738	$40,052	**$35,220**	$34,081	46.0%	11/19/2018
1035	40 to 50	DRAPER	COURT CLERK I	**4.25**	$26,998	$35,079	$43,160	**$35,220**	$29,702	59.9%	09/26/2018
1035	10 to 20	LINDON	CLERK I/COURT	**4.25**	$26,915	$33,623	$40,331	**$35,220**	$33,623	49.8%	04/09/2018
1035	20 to 30	CLINTON	COURT CLERK I	**4.25**	$26,770	$32,885	$39,000	**$35,220**	$32,885	45.7%	08/23/2018
1035	30 to 40	HERRIMAN	COURT CLERK I	**4.25**	$26,689	$33,373	$40,056	**$35,220**	$33,373	50.1%	Aged 1@3%
1035	10 to 20	PAYSON	COURT CLERK I	**4.25**	$26,645	$32,178	$37,710	**$35,220**	$33,636	41.5%	11/30/2018
1035	20 to 30	SYRACUSE	COURT CLERK I	**4.25**	$26,000	$31,637	$37,274	**$35,220**	$31,637	43.4%	08/22/2018
1035	0 to 10	SANTAQUIN	OFFICE CLERK/SEC - JUSTICE COURT	**4.25**	$25,727	$31,033	$36,339	**$35,220**	$31,033	41.2%	02/02/2018
1035	40 to 50	BOX ELDER COUNTY	DEPUTY COURT CLERK I	**4.25**	$25,416	$33,033	$40,649	**$35,220**	$29,410	59.9%	08/09/2018
1650	50+	TOOELE COUNTY	DISPATCHER I	**4.25**	$37,806	$41,964	$46,123	**$41,115**	$37,935	22.0%	01/12/2018
1650	20 to 30	SPRINGVILLE	DISPATCHER I	**4.25**	$35,685	$41,890	$48,094	**$41,115**	$38,052	34.8%	09/07/2018
1650	30 to 40	BOUNTIFUL	DISPATCHER I	**4.25**	$34,694	$42,973	$51,251	**$41,115**	$36,452	47.7%	09/04/2018
1650	50+	LAYTON	DISPATCHER I	**4.25**	$34,101	$40,921	$47,741	**$41,115**	$34,605	40.0%	07/16/2018
1650	50+	SALT LAKE CITY	PUBLIC SAFETY DISPATCHER I	**4.25**	$30,680	$38,199	$45,718	**$41,115**	$33,157	49.0%	11/07/2018
1650	30 to 40	CLEARFIELD	DISPATCHER I	**4.25**	$30,493	$36,587	$42,681	**$41,115**	$36,587	40.0%	06/25/2018
1650	50+	DAVIS COUNTY	DISPATCHER I	**4.25**	$30,014	$38,126	$46,238	**$41,115**	$33,036	54.1%	07/20/2018
1650	50+	PROVO	DISPATCHER	**4.25**	$29,330	$34,881	$40,432	**$41,115**	$33,392	37.9%	08/22/2018
1230	30 to 40	MURRAY	MAINTENANCE WORKER	**4.24**	$35,568	$44,772	$53,976	**$37,294**	$36,761	51.8%	08/27/2018
1230	20 to 30	FARMINGTON	MIANTENANCE WORKER I	**4.24**	$32,843	$40,502	$48,162	**$37,294**	$33,142	46.8%	Aged 1@3%

1230	20 to 30	SPRINGVILLE	PARKS MAINTENANCE WORKER I	4.24	$32,455	$38,064	$43,673	$37,294	$38,064	34.6%	09/07/2018
1230	50+	SANDY	PARKS MAINTENANCE WORKER I - 30612, 30615 (ALSO MATCH T	4.24	$32,011	$39,697	$47,382	$37,294	$35,152	48.0%	11/13/2018
1230	50+	LEHI	PARK MAINTENANCE WORKER I	4.24	$31,915	$38,298	$44,681	$37,294	$36,782	40.0%	07/31/2018
1230	0 to 10	WEST BOUNTIFUL	PARK MAINTENANCE WORKER I	4.24	$31,478	$38,559	$45,639	$37,294	$34,133	45.0%	07/27/2018
1230	50+	PROVO	GROUNDS TECHNICIAN	4.24	$30,796	$36,625	$42,453	$37,294	$31,573	37.9%	08/29/2018
1230	10 to 20	SARATOGA SPRINGS	PARKS MAINTENANCE WORKER I	4.24	$30,681	$37,584	$44,487	$37,294	$35,131	45.0%	09/06/2018
1230	20 to 30	PLEASANT GROVE	PARKS MAINTENANCE WORKER	4.24	$30,668	$36,802	$44,163	$37,294	$36,802	44.0%	02/28/2018
1230	50+	WEST JORDAN	PARKS MAINTENANCE WORKER I	4.24	$30,535	$36,988	$43,440	$37,294	$30,951	42.3%	08/30/2018
1230	30 to 40	TOOELE	PARKS MAINTENANCE WORKER I	4.24	$30,472	$37,222	$43,971	$37,294	$31,151	44.3%	08/09/2018
1230	30 to 40	ROY	PARKS EQUIPMENT OPERATOR I	4.24	$30,264	$37,835	$45,406	$37,294	$31,021	50.0%	07/14/2018
1230	50+	UTAH COUNTY	PARKS MAINTENANCE SPECIALIST I (8902)	4.24	$30,159	$35,016	$39,872	$37,294	$31,179	32.2%	01/05/2018
1230	40 to 50	DRAPER	PARKS TECHNICIAN I	4.24	$29,702	$38,574	$47,445	$37,294	$33,691	59.7%	08/14/2018
1230	20 to 30	HOLLADAY	PARKS MAINTENANCE	4.24	$28,995	$34,767	$40,539	$37,294	$31,392	39.8%	08/10/2018
1230	20 to 30	SYRACUSE	PARKS MAINTENANCE WORKER I	4.24	$28,891	$35,901	$42,910	$37,294	$33,280	48.5%	08/23/2018
1230	10 to 20	RIVERDALE	PARKS MAINTENANCE SPECIALIST I	4.24	$28,142	$36,878	$45,614	$37,294	$33,280	62.1%	08/10/2018
1230	10 to 20	NORTH OGDEN	PARK MAINT. WORKER I	4.24	$27,815	$35,129	$42,442	$37,294	$41,775	52.6%	Aged 2@5%
1230	10 to 20	BLUFFDALE	PARK MAINTENANCE WORKER I	4.24	$27,424	$33,738	$40,052	$37,294	$32,936	46.0%	11/19/2018
1230	10 to 20	SOUTH OGDEN	PARKS MAINTENANCE WORKER I	4.24	$26,748	$35,416	$44,083	$37,294	$31,117	64.8%	11/29/2018
1230	30 to 40	HERRIMAN	PARKS TECHNICIAN I	4.24	$26,688	$33,372	$40,056	$37,294	$30,315	50.1%	Aged 1@3%
1230	30 to 40	EAGLE MOUNTAIN	PARKS MAINTENANCE WORKER I	4.24	$26,513	$32,346	$38,179	$37,294	$30,982	44.0%	02/22/2018
1230	30 to 40	CLEARFIELD	PARK MAINTENANCE WORKER (PT)	4.24	$25,334	$26,374	$27,414	$37,294	$26,134	8.2%	06/25/2018
2300	50+	WEST VALLEY	EXECUTIVE SECRETARY	4.08	$30,492	$39,976	$49,460	$39,976	$33,766	62.2%	08/23/2018
2300	10 to 20	LINDON	POLICE SECRETARY	4.08	$29,973	$37,419	$44,866	$39,976	$33,405	49.7%	04/20/2018
2300	40 to 50	DRAPER	SECRETARY/ADMINISTRATIVE ASSISTANT II	4.08	$29,702	$38,574	$47,445	$39,976	$36,868	59.7%	12/03/2018
2300	30 to 40	ROY	SECRETARY II	4.08	$29,557	$36,962	$44,366	$39,976	$36,842	50.1%	07/14/2018
2300	50+	LAYTON	SECRETARY II	4.08	$28,873	$34,648	$40,422	$39,976	$33,713	40.0%	07/17/2018
2300	50+	OGDEN	SENIOR OFFICE ASSISTANT	4.08	$28,350	$33,545	$38,740	$39,976	$35,069	36.6%	09/11/2018
2300	20 to 30	SOUTH SALT LAKE	SECRETARY II	4.08	$27,391	$34,409	$41,426	$39,976	$31,609	51.2%	03/27/2018
2300	10 to 20	SOUTH OGDEN	PUBLIC WORKS SECRETARY	4.08	$27,120	$38,564	$50,008	$39,976	$34,237	84.4%	11/26/2018
2300	0 to 10	MAPLETON	DEPUTY CITY RECORDER/SECRETARY	4.08	$26,922	$32,264	$37,606	$39,976	$36,159	39.7%	02/21/2018
2300	40 to 50	BOX ELDER COUNTY	SECRETARY II	4.08	$24,752	$29,702	$35,642	$39,976	$29,702	44.0%	08/09/2018
2300	50+	SALT LAKE CITY	SECRETARY/OFFICE TECHNCIAN II	4.08	$19,198	$34,001	$48,804	$39,976	$42,207	154.2%	11/07/2018
2330	10 to 20	BRIGHAM CITY	ADMINISTRATIVE ASSISTANT	4.08	$40,884	$47,620	$54,355	$39,976	$44,373	32.9%	09/05/2018
2330	30 to 40	CLEARFIELD	SECRETARY II (PD)	4.08	$40,273	$48,310	$56,347	$39,976	$41,392	39.9%	Aged 2@5%
2330	10 to 20	NORTH SALT LAKE	ADMINISTRATIVE ASSISTANT	4.08	$38,347	$47,293	$56,238	$39,976	$39,121	46.7%	09/27/2018
2330	0 to 10	NEPHI	SECRETARY	4.08	$38,008	$42,144	$46,280	$39,976	$46,280	21.8%	Aged 2@5%
2330	50+	OREM	ADMINISTRATIVE SECRETARY	4.08	$37,368	$46,711	$56,053	$39,976	$49,453	50.0%	07/11/2018
2330	20 to 30	FARMINGTON	ADMINISTRATIVE SECRETARY	4.08	$37,156	$45,883	$54,610	$39,976	$53,178	47.0%	Aged 1@3%
2330	NA	TIMPANOGOS SPECIAL DIST	RECEPTIONIST/SECRETARY	4.08	$37,085	$41,445	$45,804	$39,976	$40,363	23.5%	Aged 1@3%
2330	NA	WEBER BASIN WATER	SECRETARY II	4.08	$36,757	$44,997	$53,236	$39,976	$41,054	44.8%	Aged 2@5%
2330	50+	SALT LAKE CITY	ADMINISTRATIVE SECRETARY I	4.08	$36,464	$48,172	$59,880	$39,976	$48,173	64.2%	11/07/2018
2330	10 to 20	NORTH SALT LAKE	BUILDING SECRETARY/ASSISTANT UTILITY CLERK	4.08	$36,445	$44,805	$53,164	$39,976	$53,164	45.9%	09/27/2018
2330	30 to 40	MURRAY	OFFICE ADMINISTRATOR III	4.08	$36,296	$45,687	$55,078	$39,976	$49,599	51.7%	08/24/2018
2330	NA	CENTRAL VALLEY WATER	SR. SECRETARY	4.08	$36,214	$45,261	$54,308	$39,976	$50,256	50.0%	03/24/2018
2330	40 to 50	TAYLORSVILLE	COMMUNITY/ECONOMIC DEVELOPMENT SECRETARY	4.08	$36,202	$45,253	$54,304	$39,976	$47,708	50.0%	Aged 1@3%
2330	20 to 30	PLEASANT GROVE	RECEPTIONIST	4.08	$35,913	$43,096	$51,715	$39,976	$43,096	44.0%	02/28/2018
2330	50+	WEST VALLEY	ADMINISTRATIVE ASSISTANT	4.08	$35,672	$46,767	$57,861	$39,976	$44,174	62.2%	08/29/2018
2330	50+	PROVO	DIVISION OFFICE ASSISTANT	4.08	$35,651	$42,398	$49,145	$39,976	$41,998	37.9%	08/16/2018
2330	10 to 20	NORTH OGDEN	ADMIN EXEC ASSISTANT	4.08	$35,596	$43,961	$52,326	$39,976	$37,581	47.0%	Aged 2@5%
2330	50+	WEST JORDAN	ADMINISTRATIVE ASSISTANT	4.08	$35,391	$42,883	$50,375	$39,976	$39,865	42.3%	08/30/2018
2330	50+	WEST JORDAN	ADMINISTRATIVE ASSISTANT II	4.08	$35,391	$42,883	$50,375	$39,976	$39,865	42.3%	08/30/2018
2330	10 to 20	HIGHLAND	BUILDING ADMINISTRATIVE ASSISTANT	4.08	$35,358	$43,152	$50,946	$39,976	$44,133	44.1%	Aged 1@3%
2330	NA	JORDAN VALLEY WATER	ADMINISTRATIVE ASSISTANT II	4.08	$34,996	$41,101	$47,205	$39,976	$43,633	34.9%	09/05/2018
2330	30 to 40	RIVERTON	ADMINISTRATIVE ASSISTANT	4.08	$34,782	$39,081	$43,380	$39,976	$43,264	24.7%	11/06/2018
2330	30 to 40	BOUNTIFUL	ADMINISTRATIVE ASSISTANT	4.08	$34,695	$42,971	$51,247	$39,976	$51,247	47.7%	08/29/2018
2330	50+	SOUTH JORDAN	PW/DEV. SVC. ADMINISTRATIVE ASSISTANT	4.08	$34,630	$41,902	$49,174	$39,976	$41,462	42.0%	09/05/2018
2330	30 to 40	SPANISH FORK	DIVISION SECRETARY	4.08	$34,570	$43,212	$51,854	$39,976	$48,110	50.0%	10/26/2018
2330	20 to 30	SPRINGVILLE	OFFICE ASSISTANT II	4.08	$34,045	$39,937	$45,830	$39,976	$39,937	34.6%	09/07/2018
2330	20 to 30	PLEASANT GROVE	ADMINISTRATIVE SERVICES CLERK/COMM DEV	4.08	$34,010	$40,812	$48,975	$39,976	$40,812	44.0%	02/28/2018
2330	30 to 40	MURRAY	OFFICE ADMINISTRATOR II	4.08	$33,384	$42,006	$50,627	$39,976	$43,183	51.7%	08/24/2018
2330	30 to 40	BOUNTIFUL	ADMINISTRATIVE ASSISTANT	4.08	$33,072	$40,935	$48,797	$39,976	$45,500	47.5%	09/04/2018
2330	50+	OGDEN	ADMINISTRATIVE ASSISTANT	4.08	$32,877	$38,902	$44,926	$39,976	$40,988	36.6%	09/11/2018
2330	20 to 30	FARMINGTON	SECRETARY II	4.08	$32,843	$40,502	$48,162	$39,976	$36,940	46.6%	Aged 1@3%
2330	10 to 20	SOUTH OGDEN	EXECUTIVE SECRTARY	4.08	$32,552	$41,270	$49,987	$39,976	$48,401	53.6%	11/26/2018
2330	50+	PROVO	OFFICE SPECIALIST III	4.08	$32,336	$38,456	$44,576	$39,976	$34,434	37.9%	08/16/2018
2330	NA	WEBER BASIN WATER	ADMINISTRATIVE ASSISTANT	4.08	$32,229	$39,453	$46,677	$39,976	$39,453	44.8%	02/14/2018
2330	0 to 10	SANTAQUIN	DEPT ADMINISTATIVE ASSITANT	4.08	$32,095	$39,006	$45,916	$39,976	$35,589	43.1%	02/02/2018
2330	50+	LEHI	ADMINISTRATIVE SECRETARY	4.08	$31,938	$38,326	$44,714	$39,976	$40,802	40.0%	07/31/2018
2330	50+	DAVIS COUNTY	ADMINISTRATIVE SECRETARY	4.08	$31,658	$40,300	$48,942	$39,976	$39,395	54.6%	07/20/2018
2330	50+	DAVIS COUNTY	ADMINISTRATIVE SECRETARY	4.08	$31,658	$40,300	$48,942	$39,976	$39,395	54.6%	07/20/2018

2330	10 to 20	LINDON	ADMINISTRATIVE SECRETARY	**4.08**	$31,616	$39,499	$47,382	**$39,976**	$37,170	49.9%	04/09/2018
2330	50+	UTAH COUNTY	OFFICE SPECIALIST III (6483/6616/6967/6617/6482/6800/6874)	**4.08**	$31,608	$36,693	$41,777	**$39,976**	$37,118	32.2%	01/05/2018
2330	10 to 20	SARATOGA SPRINGS	ADMINISTRATIVE ASSISTANT	**4.08**	$31,574	$35,691	$39,808	**$39,976**	$33,384	26.1%	08/27/2018
2330	NA	ROY WATER CONSERVANCY	DISTRICT CLERK	**4.08**	$31,494	$41,551	$51,608	**$39,976**	$51,041	63.9%	Aged 2@5%
2330	NA	WEBER FIRE DISTRICT	OFFICE TECHNICIAN I	**4.08**	$31,472	$35,891	$40,310	**$39,976**	$32,261	28.1%	01/09/2018
2330	50+	TOOELE COUNTY	SECRETARY III	**4.08**	$31,420	$34,892	$38,365	**$39,976**	$31,708	22.1%	01/12/2018
2330	10 to 20	BRIGHAM CITY	SECRETARY II	**4.08**	$31,385	$36,924	$42,462	**$39,976**	$34,491	35.3%	09/06/2018
2330	50+	TOOELE COUNTY	SECRETARY II	**4.08**	$31,094	$34,513	$37,932	**$39,976**	$69,026	22.0%	01/12/2018
2330	20 to 30	AMERICAN FORK	ADMIN ASSISTANT I	**4.08**	$31,010	$38,762	$46,514	**$39,976**	$38,762	50.0%	08/15/2018
2330	30 to 40	HERRIMAN	ADMINISTRATIVE TECHNICIAN II	**4.08**	$30,976	$38,715	$46,453	**$39,976**	$42,848	50.0%	Aged 1@3%
2330	NA	JORDAN VALLEY WATER	ADMINISTRATIVE ASSISTANT I / RECEPTIONIST	**4.08**	$30,681	$35,283	$39,885	**$39,976**	$33,234	30.0%	09/04/2018
2330	30 to 40	SPANISH FORK	DIVISION SECRETARY	**4.08**	$30,536	$38,171	$45,805	**$39,976**	$38,171	50.0%	09/04/2018
2330	NA	MT. OLYMPUS IMPROVEMEN	RECEPTIONIST/SECRETARY	**4.08**	$30,133	$36,160	$42,187	**$39,976**	$41,180	40.0%	02/01/2018
2330	40 to 50	DRAPER	ADMINISTRATIVE ASSISTANT/SECRETARY	**4.08**	$29,702	$34,143	$38,584	**$39,976**	$34,143	29.9%	09/26/2018
2330	40 to 50	TAYLORSVILLE	RECEPTIONIST	**4.08**	$27,933	$28,762	$29,591	**$39,976**	$36,036	5.9%	Aged 1@3%
2330	30 to 40	KAYSVILLE	SECRETARY	**4.08**	$27,830	$36,495	$45,161	**$39,976**	$36,495	62.3%	Aged 1@3%
2330	20 to 30	HOLLADAY	PT RECEPTIONISTS	**4.08**	$27,747	$33,363	$38,979	**$39,976**	$15,405	40.5%	08/10/2018
2330	50+	UTAH COUNTY	OFFICE SPECIALIST I (6490, 6489, 6612, 6965, 6613, 6488, 6802, 68	**4.08**	$27,476	$31,890	$36,304	**$39,976**	$27,765	32.1%	01/05/2018
2330	30 to 40	ROY	RECEPTIONIST/SECRETARY	**4.08**	$26,707	$33,426	$40,144	**$39,976**	$34,475	50.3%	07/14/2018
2330	50+	PROVO	OFFICE SPECIALIST I	**4.08**	$26,603	$31,638	$36,673	**$39,976**	$31,638	37.9%	08/16/2018
2330	30 to 40	TOOELE	RECEPTIONIST II	**4.08**	$26,313	$32,142	$37,971	**$39,976**	$32,142	44.3%	07/11/2018
2330	10 to 20	BRIGHAM CITY	SENIOR CENTER RECEPTIONIST	**4.08**	$25,759	$30,305	$34,850	**$39,976**	$30,121	35.3%	09/06/2018
2330	20 to 30	SYRACUSE	ADMINISTRATIVE ASSISTANT	**4.08**	$24,856	$29,786	$34,715	**$39,976**	$29,786	39.7%	08/22/2018
2330	30 to 40	RIVERTON	RECEPTIONIST I AND II	**4.08**	$24,706	$31,908	$39,109	**$39,976**	$39,104	58.3%	11/06/2018
2330	40 to 50	DRAPER	RECEPTIONIST I - III	**4.08**	$24,544	$35,995	$47,445	**$39,976**	$35,058	93.3%	08/14/2018
2330	10 to 20	BLUFFDALE	SECRETARY/RECEPTIONIST	**4.08**	$23,689	$29,150	$34,611	**$39,976**	$32,268	46.1%	11/19/2018
2330	20 to 30	CLINTON	RECEPTIONIST/SECRETARY	**4.08**	$23,150	$28,434	$33,717	**$39,976**	$13,907	45.6%	08/23/2018
2330	10 to 20	SARATOGA SPRINGS	RECEPTIONIST	**4.08**	$21,506	$26,346	$31,185	**$39,976**	$28,538	45.0%	09/06/2018
2330	NA	ROY WATER CONSERVANCY	RECEPTIONIST/SECRETARY	**4.08**	$19,830	$26,164	$32,498	**$39,976**	$26,164	63.9%	Aged 2@5%
2330	NA	CENTRAL VALLEY WATER	RECEPTIONIST	**4.08**	$19,504	$24,385	$29,267	**$39,976**	$28,519	50.1%	03/24/2018
2330	30 to 40	COTTONWOOD HEIGHTS	ADMINISTRATIVE ASSISTANT/SECRETARY	**4.08**	$12,461	$17,922	$23,382	**$39,976**	$19,593	87.6%	10/23/2018
2330	10 to 20	HIGHLAND	FRONT DESK ATTENDANT	**4.08**	$11,899	$14,279	$17,135	**$39,976**	$14,279	44.0%	Aged 1@3%
				R=	**0.910**	**0.921**	**0.918**	**0.965**	**0.819**	**46.32%**	

Centerville Pay Rates

Job ID#			City Job Title	Job Value	Range Minimum	Range Midpoint	Range Maximum							Average Actual	Range %	Last Update
125		CENTERVILLE	CITY MANAGER	**26.80**	$84,793	$103,872	$122,950							$122,949	45.0%	07/03/2018
1740		CENTERVILLE	POLICE CHIEF	**22.69**	$73,118	$89,570	$106,021							$102,981	45.0%	07/03/2018
1025		CENTERVILLE	CITY ATTORNEY/CHIEF LEGAL COUNSEL	**22.47**	$80,707	$98,867	$117,026							$115,960	45.0%	07/03/2018
2025		CENTERVILLE	PUBLIC WORKS DIRECTOR	**19.96**	$66,242	$81,146	$96,050							$96,054	45.0%	07/03/2018
165		CENTERVILLE	MANAGEMENT SERVICES DIRECTOR	**18.68**	$60,012	$73,515	$87,018							$76,086	45.0%	07/03/2018
335		CENTERVILLE	COMMUNITY DEVELOPMENT DIRECTOR	**18.38**	$66,241	$81,146	$96,050							$95,326	45.0%	07/03/2018
1250		CENTERVILLE	PARKS & RECREATION DIRECTOR	**17.90**	$57,121	$69,973	$82,825							$80,808	45.0%	07/03/2018
1535		CENTERVILLE	LIEUTENANT	**17.77**	$60,012	$73,515	$87,018							$80,600	45.0%	07/03/2018
2020		CENTERVILLE	PUBLIC WORKS DEPUTY DIRECTOR	**15.01**	$49,256	$60,339	$71,421							$71,427	45.0%	07/03/2018
1765		CENTERVILLE	POLICE / SHERIFF SERGEANT	**11.69**	$51,749	$63,393	$75,036							$73,517	45.0%	07/03/2018
2040		CENTERVILLE	STREET SUPERVISOR	**10.94**	$44,624	$54,664	$64,704							$55,890	45.0%	07/03/2018
1225		CENTERVILLE	PARKS MAINTENANCE SUPERVISOR	**10.58**	$42,474	$52,031	$61,587							$58,198	45.0%	07/03/2018
1615		CENTERVILLE	POLICE OFFICER III	**9.46**	$46,883	$57,432	$67,980							$61,488	45.0%	07/03/2018
1760		CENTERVILLE	POLICE OFFICER III	**9.46**	$46,883	$57,432	$67,980							$61,488	45.0%	07/03/2018
145		CENTERVILLE	TREASURER	**9.37**	$44,624	$54,664	$64,704							$62,816	45.0%	07/03/2018
705		CENTERVILLE	ACCOUNTANT II	**9.35**	$38,479	$47,137	$55,795								45.0%	07/03/2018
490		CENTERVILLE	GIS ADMINISTRATOR	**9.13**	$44,624	$54,664	$64,704							$59,051	45.0%	07/03/2018
1755		CENTERVILLE	POLICE OFFICER II	**8.67**	$42,474	$52,031	$61,587							$53,352	45.0%	07/03/2018
1045		CENTERVILLE	COURT CLERK SUPERVISOR	**8.03**	$36,625	$44,866	$53,107							$45,053	45.0%	07/03/2018
140		CENTERVILLE	RECORDER	**7.94**	$38,479	$47,137	$55,795							$43,680	45.0%	07/03/2018
360		CENTERVILLE	PLANNER II	**7.91**	$40,427	$49,524	$58,620								45.0%	07/03/2018
2115		CENTERVILLE	WATER MAINTENANCE OPER. III	**7.90**	$38,479	$47,137	$55,795							$48,457	45.0%	07/03/2018
1750		CENTERVILLE	POLICE OFFICER I	**7.77**	$40,427	$49,524	$58,620							$45,436	45.0%	07/03/2018
2000		CENTERVILLE	MECHANIC, JOURNEY	**7.70**	$36,625	$44,866	$53,107							$53,102	45.0%	07/03/2018
1041		CENTERVILLE	COURT CLERK III	**7.04**	$31,582	$38,689	$45,795								45.0%	07/03/2018
1240		CENTERVILLE	PARK MAINTENANCE WORKER III	**6.87**	$36,625	$44,866	$53,107							$42,515	45.0%	07/03/2018
700		CENTERVILLE	ACCOUNTANT (ENTRY LEVEL)	**6.77**	$34,861	$42,705	$50,548							$44,907	45.0%	07/03/2018
355		CENTERVILLE	PLANNER I	**6.70**	$36,625	$44,866	$53,107							$44,990	45.0%	07/03/2018
2110		CENTERVILLE	WATER/STREETS OPER. II	**6.48**	$34,861	$42,705	$50,548							$47,912	45.0%	07/03/2018

1656		CENTERVILLE	DISPATCHER/LEAD	**6.39**	$34,861	$42,705	$50,548					$43,805	45.0%	07/03/2018
1040		CENTERVILLE	COURT CLERK II	**5.43**	$30,061	$36,825	$43,588						45.0%	07/03/2018
2105		CENTERVILLE	WATER/STREETS OPER. I	**5.43**	$31,582	$38,689	$45,795					$33,280	45.0%	07/03/2018
1655		CENTERVILLE	DISPATCHER II	**5.42**	$31,582	$38,689	$45,795						45.0%	07/03/2018
600		CENTERVILLE	BUILDING CUSTODIAN	**4.87**	$27,234	$33,362	$39,489					$25,525	45.0%	07/03/2018
1035		CENTERVILLE	COURT CLERK I	**4.25**	$27,234	$33,362	$39,489						45.0%	07/03/2018
2330		CENTERVILLE	ADMINISTRATIVE ASSISTANT	**4.08**	$27,234	$33,362	$39,489					$38,189	45.0%	04/30/2018
2355		CENTERVILLE	ADMINISTRATIVE ASSISTANT	**4.08**	$28,612	$35,050	$41,488					$38,189	45.0%	07/03/2018
				R=	**0.979**	**0.979**	**0.979**					**0.968**		

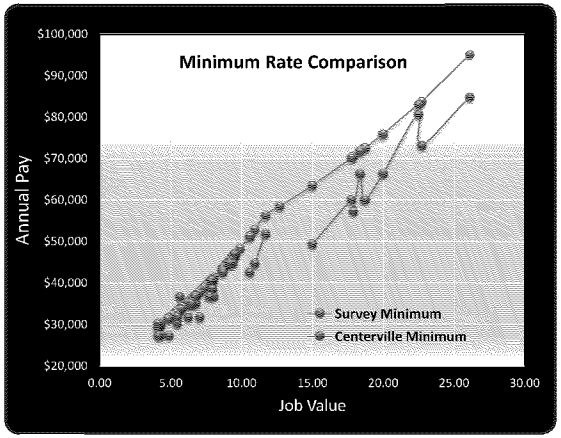
Centerville

Eval Points	Survey Minimum	Survey Midpoint	Regression 60%tile	Survey Maximum	Survey Average	City Minimum	Current Ci Midpoint	City Maximum	City Actual	Job Title	Market Adjustment	Error Ratio	% @ Market
26.08	$94,918	$120,978	**$124,185**	$147,313	$124,858	$84,793	$103,872	$122,950	$122,949	CITY MANAGER	**-0.7250**	0.01	**0.01%**
22.69	$83,712	$105,675	**$107,952**	$127,758	$108,631	$73,118	$89,570	$106,021	$102,981	POLICE CHIEF	**0.0000**	1.48	**3.27%**
22.47	$83,047	$104,758	**$106,960**	$126,579	$107,652	$80,707	$98,867	$117,026	$115,960	CITY ATTORNEY	**0.0000**	-1.59	**-2.64%**
19.96	$75,870	$94,905	**$96,331**	$113,957	$97,149	$66,242	$81,146	$96,050	$96,054	PUBLIC WORKS DIRECTOR	**0.0000**	-1.60	**-3.58%**
18.68	$72,463	$90,256	**$91,338**	$108,030	$92,208	$60,012	$73,515	$87,018	$76,086	MANAGEMENT SERVICES DIRECTOR	**0.0000**	-2.95	**-12.33%**
18.38	$71,670	$89,177	**$90,182**	$106,657	$91,062	$66,241	$81,146	$96,050	$95,326	COMMUNITY DEVELOPMENT DIRECTOR	**0.0000**	-2.13	**-4.23%**
17.90	$70,455	$87,527	**$88,414**	$104,560	$89,312	$57,121	$69,973	$82,825	$80,808	PARKS & RECREATION DIRECTOR	**0.0000**	0.30	**0.78%**
17.77	$70,116	$87,066	**$87,921**	$103,974	$88,823	$60,012	$73,515	$87,018	$80,600	LIEUTENANT	**0.0000**	-3.29	**-8.63%**
15.01	$63,497	$78,125	**$78,384**	$92,657	$79,363	$49,256	$60,339	$71,421	$71,427	DEPUTY PUBLIC WORKS DIRECTOR	**0.0000**	-1.38	**-7.69%**
12.69	$58,415	$71,318	**$71,167**	$84,096	$72,188					WATER SUPERVISOR	**0.0000**	2.23	**7.55%**
11.69	$56,297	$68,858	**$69,562**	$81,367	$71,291	$51,749	$63,393	$75,036	$73,517	SERGEANT	**0.0000**	-0.46	**-0.47%**
10.94	$52,789	$64,599	**$65,383**	$76,360	$66,362	$44,624	$54,664	$64,704	$55,890	STREET SUPERVISOR	**0.0000**	11.72	**18.95%**
10.61	$51,333	$62,830	**$63,646**	$74,281	$64,328					MASTER POLICE OFFICER	**0.0000**	0.20	**0.82%**
10.58	$51,190	$62,656	**$63,475**	$74,076	$64,128	$42,474	$52,031	$61,587	$58,198	PARKS SUPERVISOR	**0.0000**	#REF!	**#REF!**
9.89	$48,256	$59,091	**$59,968**	$69,884	$60,050					ASSISTANT CITY PLANNER	**0.0000**	#REF!	**0.00%**
9.57	$46,971	$57,529	**$58,429**	$68,046	$58,272					MASTER MECHANIC			
9.53	$46,797	$57,318	**$58,221**	$67,797	$58,032	$42,474	$52,031	$61,587	$53,394	DRAINAGE UTILITY SUPERVISOR			
9.46	$46,532	$56,996	**$57,904**	$67,419	$57,667	$46,883	$57,432	$67,980	$61,488	PATROL OFFICER III	**0.0000**	-0.14	**-0.22%**
9.38	$46,195	$56,585	**$57,499**	$66,936	$57,201					LEAD WATER MAINTENANCE OPERATOR	**0.0000**	4.79	**11.57%**
9.37	$46,161	$56,545	**$57,459**	$66,888	$57,155	$44,624	$54,664	$64,704	$62,816	IT LEAD/POLICE RECORDS OFFICER	**0.0000**	-6.13	**-17.46%**
9.35	$46,086	$56,453	**$57,369**	$66,781	$57,051					CITY TREASURER	**0.0000**	0.39	**1.13%**
9.13	$45,243	$55,428	**$56,358**	$65,575	$55,890	$44,624	$54,664	$64,704	$59,051	ACCOUNTANT II	**0.0000**	-8.28	**-14.77%**
9.06	$44,986	$55,116	**$56,050**	$65,207	$55,537				$56,950	GIS MANAGER/IT SUPPORT TECHNICIAN			
8.94	$44,517	$54,546	**$55,488**	$64,537	$54,894	$42,474	$52,031	$61,587	$57,054	SCHOOL RESOURCE OFFICER			
8.67	$43,498	$53,306	**$54,264**	$63,078	$53,496	$42,474	$52,031	$61,587	$53,352	WATER ELECTRICIAN	**0.0000**	1.07	**1.33%**
8.66	$43,446	$53,242	**$54,200**	$63,002	$53,424					PATROL OFFICER II			
8.60	$43,243	$52,996	**$53,957**	$62,712	$53,146	$46,883	$57,432	$67,980	$61,693	LEAD STREET MAINTENANCE OPERATOR	**0.0000**	-4.25	**-9.83%**
8.03	$41,163	$50,465	**$51,456**	$59,733	$50,308	$36,625	$44,866	$53,107	$45,053	CITY RECORDER	**0.0000**	-0.34	**-0.90%**
7.94	$40,871	$50,111	**$51,105**	$59,316	$49,912	$38,479	$47,137	$55,795	$43,680	PLANNER II	**0.0000**	-5.12	**-17.55%**
7.91	$40,760	$49,975	**$50,970**	$59,156	$49,760	$40,427	$49,524	$58,620		WATER MAINTENANCE OPERATOR III	**0.0000**	-9.52	**-10.88%**
7.90	$40,736	$49,946	**$50,942**	$59,122	$49,728	$38,479	$47,137	$55,795	$48,457	PATROL OFFICER I	**0.0000**	5.98	**8.21%**
7.77	$40,286	$49,399	**$50,400**	$58,478	$49,117	$40,427	$49,524	$58,620	$45,436	JOURNEY MECHANIC	**0.0000**	2.18	**3.60%**
7.70	$40,034	$49,092	**$50,096**	$58,117	$48,775	$36,625	$44,866	$53,107	$53,102	COURT CLERK SUPERVISOR	**0.0000**	-1.09	**-2.17%**
7.44	$39,153	$48,019	**$49,034**	$56,853	$47,581	$34,861	$42,705	$50,548		RECREATION COORDINATOR	**0.0000**	#REF!	**#REF!**
7.31	$38,722	$47,494	**$48,514**	$56,235	$46,998	$38,479	$47,137	$55,795	$46,446	STREET MAINTENANCE OPERATOR III			
7.04	$37,837	$46,417	**$47,446**	$54,966	$45,803	$31,582	$38,689	$45,795	$40,331	ACCOUNTANT I	**0.0000**	5.84	**15.93%**
6.87	$37,299	$45,762	**$46,796**	$54,195	$45,079	$36,625	$44,866	$53,107	$42,515	PARKS MAINTENANCE SPECIALIST III	**0.0000**	-0.74	**-1.20%**
6.77	$36,970	$45,361	**$46,398**	$53,723	$44,637	$34,861	$42,705	$50,548	$44,907	PLANNER I	**0.0000**	-4.38	**-9.70%**
6.70	$36,738	$45,078	**$46,118**	$53,390	$44,325	$36,625	$44,866	$53,107	$44,990	EMERGENCY MANAGEMENT/ADMINISTRATIVE ASSISTANT	**0.0000**	-4.69	**-8.85%**
6.55	$36,273	$44,513	**$45,556**	$52,723	$43,701	$31,582	$38,689	$45,795	$37,440	WATER MAINTENANCE OPERATOR II			
6.48	$36,074	$44,270	**$45,316**	$52,438	$43,434	$34,861	$42,705	$50,548	$47,912	DISPATCHER/LEAD	**0.0000**	1.90	**1.86%**
6.39	$35,802	$43,939	**$44,986**	$52,047	$43,070	$34,861	$42,705	$50,548	$43,805	WHITAKER MUSEUM DIRECTOR			
6.33	$35,592	$43,684	**$44,733**	$51,747	$42,789	$33,181	$40,657	$48,113		DISPATCHER II/COMMUNITY LIAISON			
6.22	$35,265	$43,285	**$44,337**	$51,277	$42,351	$31,582	$38,689	$45,795		COURT CLERK III			
6.16	$35,082	$43,062	**$44,115**	$51,014	$42,107	$34,861	$42,705	$50,548		STREET MAINTENANCE OPERATOR II			
5.79	$33,991	$41,732	**$42,793**	$49,448	$40,851	$33,181	$40,657	$48,113	$46,758	PLANNING & ZONING TECHNICIAN	**0.0000**	1.02	**1.05%**
5.64	$33,561	$41,208	**$42,272**	$48,830	$40,079					APPRENTICE MECHANIC			
5.62	$33,511	$41,147	**$42,210**	$48,758	$40,012	$36,625	$44,866	$53,107	$41,808	PARKS MAINTENANCE SPECIALIST II	**0.0000**	2.81	**4.82%**
5.43	$32,968	$40,485	**$41,552**	$47,978	$39,291	$30,061	$36,825	$43,588	$36,825	WATER MAINTENANCE OPERATOR I	**0.0000**	4.41	**9.55%**
5.43	$32,958	$40,473	**$41,540**	$47,964	$39,278	$31,582	$38,689	$45,795	$33,280	DISPATCHER II	**0.0000**	3.33	**4.01%**
5.42	$32,931	$40,441	**$41,507**	$47,925	$39,242	$31,582	$38,689	$45,795		ACCOUNTING TECHNICIAN II	**0.0000**	-1.95	**-4.97%**
5.33	$32,676	$40,130	**$41,198**	$47,559	$38,904					STREET MAINTENANCE OPERATOR I	**0.0000**	-2.13	**-5.48%**
5.11	$32,072	$39,393	**$40,464**	$46,691	$38,104	$31,582	$38,689	$45,795		COURT CLERK II			
4.87	$31,435	$38,617	**$39,690**	$45,775	$37,262	$27,234	$33,362	$39,489	$25,525	BUILDING CUSTODIAN	**0.0000**	8.68	**23.40%**
4.78	$31,192	$38,321	**$39,395**	$45,426	$36,942					DISPATCHER I/COMMUNITY LIAISON			
4.25	$29,795	$36,617	**$37,694**	$43,417	$35,105	$27,234	$33,362	$39,489	$33,362	DISPATCHER I	**0.0000**	3.01	**7.03%**
4.23	$29,767	$36,583	**$37,660**	$43,377	$35,068	$28,612	$35,050	$41,488		PARKS MAINTENANCE SPECIALIST I	**0.0000**	-3.36	**-8.40%**
4.23	$29,765	$36,580	**$37,657**	$43,373	$35,065	$30,061	$36,825	$43,588		COURT CLERK I	**0.0000**	0.51	**0.97%**
4.08	$29,385	$36,117	**$37,194**	$42,827	$34,567	$27,234	$33,362	$39,489	$38,189	ACCOUNTING TECHNICIAN I	**0.0000**	-3.82	**-6.96%**
4.08	$29,373	$36,102	**$37,180**	$42,810	$34,552	$30,061	$36,825	$43,588	$41,548	ADMINISTRATIVE ASSISTANT			

Centerville

Pay Range Minimum Rate Comparison

Job Value	Survey Minimum	Centerville Minimum	$ Difference	% Difference	Job Title
26.08	$94,918	$84,793	-$10,125	-11.9%	CITY MANAGER
22.69	$83,712	$73,118	-$10,594	-14.5%	POLICE CHIEF
22.47	$83,047	$80,707	-$2,340	-2.9%	CITY ATTORNEY
19.96	$75,870	$66,242	-$9,628	-14.5%	PUBLIC WORKS DIRECTOR
18.68	$72,463	$60,012	-$12,451	-20.7%	MANAGEMENT SERVICES DIRECTOR
18.38	$71,670	$66,241	-$5,429	-8.2%	COMMUNITY DEVELOPMENT DIRECTOR
17.90	$70,455	$57,121	-$13,334	-23.3%	PARKS & RECREATION DIRECTOR
17.77	$70,116	$60,012	-$10,104	-16.8%	LIEUTENANT
15.01	$63,497	$49,256	-$14,241	-28.9%	DEPUTY PUBLIC WORKS DIRECTOR
12.69	$58,415				WATER SUPERVISOR
11.69	$56,297	$51,749	-$4,548	-8.8%	SERGEANT
10.94	$52,789	$44,624	-$8,165	-18.3%	STREET SUPERVISOR
10.61	$51,333				MASTER POLICE OFFICER
10.58	$51,190	$42,474	-$8,716	-20.5%	PARKS SUPERVISOR
9.89	$48,256				ASSISTANT CITY PLANNER
9.57	$46,971				MASTER MECHANIC
9.53	$46,797				DRAINAGE UTILITY SUPERVISOR
9.46	$46,532	$46,883	$351	0.7%	PATROL OFFICER III
9.38	$46,195				LEAD WATER MAINTENANCE OPERATOR
9.37	$46,161	$44,624	-$1,537	-3.4%	IT LEAD/POLICE RECORDS OFFICER
9.35	$46,086				CITY TREASURER
9.13	$45,243	$44,624	-$619	-1.4%	ACCOUNTANT II
9.06	$44,986				GIS MANAGER/IT SUPPORT TECHNICIAN
8.94	$44,517				SCHOOL RESOURCE OFFICER
8.67	$43,498	$42,474	-$1,024	-2.4%	WATER ELECTRICIAN
8.66	$43,446				PATROL OFFICER II
8.60	$43,243				LEAD STREET MAINTENANCE OPERATOR
8.03	$41,163	$36,625	-$4,538	-12.4%	CITY RECORDER
7.94	$40,871	$38,479	-$2,392	-6.2%	PLANNER II
7.91	$40,760	$40,427	-$333	-0.8%	WATER MAINTENANCE OPERATOR III
7.90	$40,736	$38,479	-$2,257	-5.9%	PATROL OFFICER I
7.77	$40,286	$40,427	$141	0.3%	JOURNEY MECHANIC
7.70	$40,034	$36,625	-$3,409	-9.3%	COURT CLERK SUPERVISOR
7.44	$39,153				RECREATION COORDINATOR
7.31	$38,722				STREET MAINTENANCE OPERATOR III
7.04	$37,837	$31,582	-$6,255	-19.8%	ACCOUNTANT I
6.87	$37,299				PARKS MAINTENANCE SPECIALIST III
6.77	$36,970	$34,861	-$2,109	-6.0%	PLANNER I
6.70	$36,738	$36,625	-$113	-0.3%	EMERGENCY MANAGEMENT/ADMINISTRATIVE ASSISTANT
6.55	$36,273				WATER MAINTENANCE OPERATOR II
6.48	$36,074	$34,861	-$1,213	-3.5%	DISPATCHER/LEAD
6.39	$35,802	$34,861	-$941	-2.7%	WHITAKER MUSEUM DIRECTOR
6.33	$35,592				DISPATCHER II/COMMUNITY LIAISON
6.22	$35,265	$31,582	-$3,683	-11.7%	COURT CLERK III
6.16	$35,082				STREET MAINTENANCE OPERATOR II
5.79	$33,991				PLANNING & ZONING TECHNICIAN
5.64	$33,561				APPRENTICE MECHANIC
5.62	$33,511	$36,625	$3,114	8.5%	PARKS MAINTENANCE SPECIALIST II
5.43	$32,968	$30,061	-$2,907	-9.7%	WATER MAINTENANCE OPERATOR I
5.43	$32,958	$31,582	-$1,376	-4.4%	DISPATCHER II
5.42	$32,931				ACCOUNTING TECHNICIAN II
5.33	$32,676				STREET MAINTENANCE OPERATOR I
5.11	$32,072				COURT CLERK II
4.87	$31,435	$27,234	-$4,201	-15.4%	BUILDING CUSTODIAN
4.78	$31,192				DISPATCHER I/COMMUNITY LIAISON
4.25	$29,795	$27,234	-$2,561	-9.4%	DISPATCHER I
4.23	$29,767				PARKS MAINTENANCE SPECIALIST I
4.23	$29,765				COURT CLERK I
4.08	$29,385	$27,234	-$2,151	-7.9%	ACCOUNTING TECHNICIAN I
4.08	$29,373	$30,061	$688	2.3%	ADMINISTRATIVE ASSISTANT
				-8.9%	



Comment: Examining the average formal range minimum (or hiring pay) of the survey participants in comparison to city's formal range minimum shows the city pay minimums trailing the market on average -6.5% for nonmanagement positions and -15.8% for management positions.

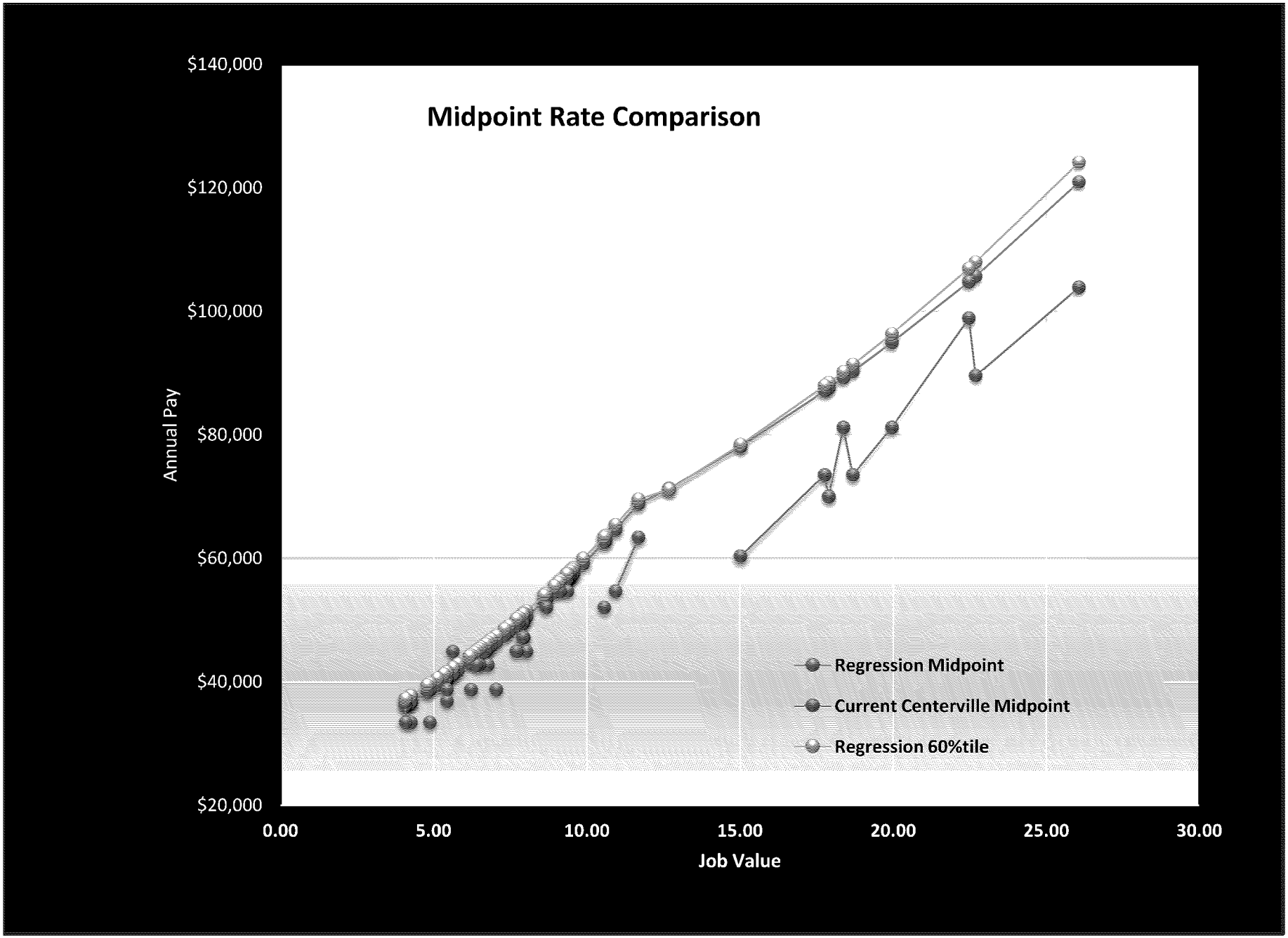
Centerville

Pay Range Midpoint Rate Comparison

Job Value	Regression Midpoint	Regression 60%tile	rrent Centerv Midpoint	$ Difference	% Difference	Job Title
26.08	$120,978	$124,185	$103,872	-$17,107	-16.5%	CITY MANAGER
22.69	$105,675	$107,952	$89,570	-$16,105	-18.0%	POLICE CHIEF
22.47	$104,758	$106,960	$98,867	-$5,891	-6.0%	CITY ATTORNEY
19.96	$94,905	$96,331	$81,146	-$13,759	-17.0%	PUBLIC WORKS DIRECTOR
18.68	$90,256	$91,338	$73,515	-$16,741	-22.8%	MANAGEMENT SERVICES DIRECTOR
18.38	$89,177	$90,182	$81,146	-$8,031	-9.9%	COMMUNITY DEVELOPMENT DIRECTOR
17.90	$87,527	$88,414	$69,973	-$17,554	-25.1%	PARKS & RECREATION DIRECTOR
17.77	$87,066	$87,921	$73,515	-$13,551	-18.4%	LIEUTENANT
15.01	$78,125	$78,384	$60,339	-$17,786	-29.5%	DEPUTY PUBLIC WORKS DIRECTOR
12.69	$71,318	$71,167				WATER SUPERVISOR
11.69	$68,858	$69,562	$63,393	-$5,466	-8.6%	SERGEANT
10.94	$64,599	$65,383	$54,664	-$9,935	-18.2%	STREET SUPERVISOR
10.61	$62,830	$63,646				MASTER POLICE OFFICER
10.58	$62,656	$63,475	$52,031	-$10,626	-20.4%	PARKS SUPERVISOR
9.89	$59,091	$59,968				ASSISTANT CITY PLANNER
9.57	$57,529	$58,429				MASTER MECHANIC
9.53	$57,318	$58,221				DRAINAGE UTILITY SUPERVISOR
9.46	$56,996	$57,904	$57,432	$435	0.8%	PATROL OFFICER III
9.38	$56,585	$57,499				LEAD WATER MAINTENANCE OPERATOR
9.37	$56,545	$57,459	$54,664	-$1,881	-3.4%	IT LEAD/POLICE RECORDS OFFICER
9.35	$56,453	$57,369				CITY TREASURER
9.13	$55,428	$56,358	$54,664	-$764	-1.4%	ACCOUNTANT II
9.06	$55,116	$56,050				GIS MANAGER/IT SUPPORT TECHNICIAN
8.94	$54,546	$55,488				SCHOOL RESOURCE OFFICER
8.67	$53,306	$54,264	$52,031	-$1,276	-2.5%	WATER ELECTRICIAN
8.66	$53,242	$54,200				PATROL OFFICER II
8.60	$52,996	$53,957				LEAD STREET MAINTENANCE OPERATOR
8.03	$50,465	$51,456	$44,866	-$5,599	-12.5%	CITY RECORDER
7.94	$50,111	$51,105	$47,137	-$2,974	-6.3%	PLANNER II
7.91	$49,975	$50,970	$49,524	-$451	-0.9%	WATER MAINTENANCE OPERATOR III
7.90	$49,946	$50,942	$47,137	-$2,809	-6.0%	PATROL OFFICER I
7.77	$49,399	$50,400	$49,524	$125	0.3%	JOURNEY MECHANIC
7.70	$49,092	$50,096	$44,866	-$4,226	-9.4%	COURT CLERK SUPERVISOR
7.44	$48,019	$49,034				RECREATION COORDINATOR
7.31	$47,494	$48,514				STREET MAINTENANCE OPERATOR III
7.04	$46,417	$47,446	$38,689	-$7,728	-20.0%	ACCOUNTANT I
6.87	$45,762	$46,796				PARKS MAINTENANCE SPECIALIST III
6.77	$45,361	$46,398	$42,705	-$2,656	-6.2%	PLANNER I
6.70	$45,078	$46,118	$44,866	-$212	-0.5%	EMERGENCY MANAGEMENT/ADMINISTRATIVE ASSISTANT
6.55	$44,513	$45,556				WATER MAINTENANCE OPERATOR II
6.48	$44,270	$45,316	$42,705	-$1,566	-3.7%	DISPATCHER/LEAD
6.39	$43,939	$44,986	$42,705	-$1,234	-2.9%	WHITAKER MUSEUM DIRECTOR
6.33	$43,684	$44,733				DISPATCHER II/COMMUNITY LIAISON
6.22	$43,285	$44,337	$38,689	-$4,596	-11.9%	COURT CLERK III
6.16	$43,062	$44,115				STREET MAINTENANCE OPERATOR II
5.79	$41,732	$42,793				PLANNING & ZONING TECHNICIAN
5.64	$41,208	$42,272				APPRENTICE MECHANIC
5.62	$41,147	$42,210	$44,866	$3,719	8.3%	PARKS MAINTENANCE SPECIALIST II
5.43	$40,485	$41,552	$36,825	-$3,661	-9.9%	WATER MAINTENANCE OPERATOR I
5.43	$40,473	$41,540	$38,689	-$1,785	-4.6%	DISPATCHER II

Comment: Examining the average formal range midoint of the survey participants in comparison to city's formal range midpoint shows the city pay midpoints trailing the market slightly by -6.6% for nonmanagement positions and significantly for management positions at -18.1%.

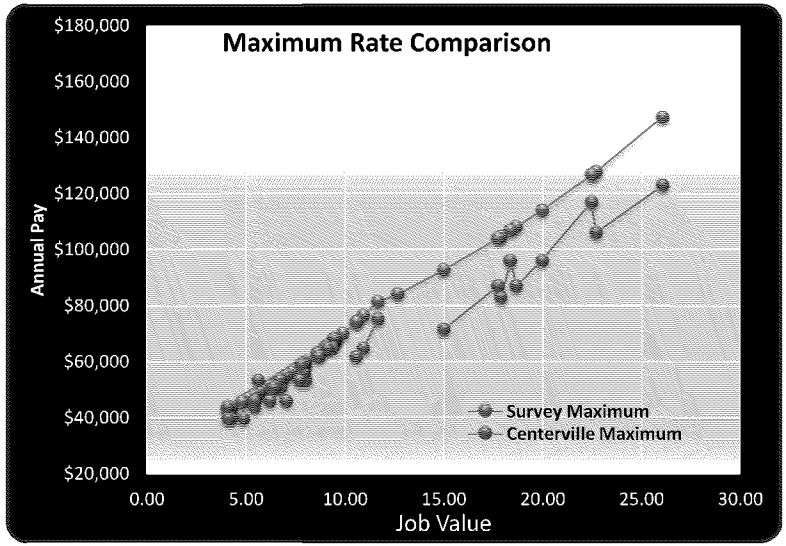
5.42	$40,441	$41,507				**ACCOUNTING TECHNICIAN II**
5.33	$40,130	$41,198				**STREET MAINTENANCE OPERATOR I**
5.11	$39,393	$40,464				**COURT CLERK II**
4.87	$38,617	$39,690	$33,362	-$5,255	**-15.8%**	**BUILDING CUSTODIAN**
4.78	$38,321	$39,395				**DISPATCHER I/COMMUNITY LIAISON**
4.25	$36,617	$37,694	$33,362	-$3,256	**-9.8%**	**DISPATCHER I**
4.23	$36,583	$37,660				**PARKS MAINTENANCE SPECIALIST I**
4.23	$36,580	$37,657				**COURT CLERK I**
4.08	$36,117	$37,194	$33,362	-$2,755	**-8.3%**	**ACCOUNTING TECHNICIAN I**
4.08	$36,102	$37,180	$36,825	$722	**2.0%**	**ADMINISTRATIVE ASSISTANT**
					-9.6%	


Midpoint Rate Comparison
$140,000
$120,000
$100,000
$80,000
$60,000
$40,000
$20,000
Annual Pay
0.00
5.00
10.00
15.00
20.00
25.00
30.00
Job Value
Regression Midpoint
Current Centerville Midpoint
Regression 60%tile

Centerville

Pay Range Maximum Rate Comparison

Job Value	Survey Maximum	Centerville Maximum	$ Difference	% Difference	Job Title
26.08	$147,313	$122,950	-$24,363	-19.8%	CITY MANAGER
22.69	$127,758	$106,021	-$21,737	-20.5%	POLICE CHIEF
22.47	$126,579	$117,026	-$9,553	-8.2%	CITY ATTORNEY
19.96	$113,957	$96,050	-$17,907	-18.6%	PUBLIC WORKS DIRECTOR
18.68	$108,030	$87,018	-$21,012	-24.1%	MANAGEMENT SERVICES DIRECTOR
18.38	$106,657	$96,050	-$10,607	-11.0%	COMMUNITY DEVELOPMENT DIRECTOR
17.90	$104,560	$82,825	-$21,735	-26.2%	PARKS & RECREATION DIRECTOR
17.77	$103,974	$87,018	-$16,956	-19.5%	LIEUTENANT
15.01	$92,657	$71,421	-$21,236	-29.7%	DEPUTY PUBLIC WORKS DIRECTOR
12.69	$84,096				WATER SUPERVISOR
11.69	$81,367	$75,036	-$6,331	-8.4%	SERGEANT
10.94	$76,360	$64,704	-$11,656	-18.0%	STREET SUPERVISOR
10.61	$74,281				MASTER POLICE OFFICER
10.58	$74,076	$61,587	-$12,489	-20.3%	PARKS SUPERVISOR
9.89	$69,884				ASSISTANT CITY PLANNER
9.57	$68,046				MASTER MECHANIC
9.53	$67,797				DRAINAGE UTILITY SUPERVISOR
9.46	$67,419	$67,980	$561	0.8%	PATROL OFFICER III
9.38	$66,936				LEAD WATER MAINTENANCE OPERATOR
9.37	$66,888	$64,704	-$2,184	-3.4%	IT LEAD/POLICE RECORDS OFFICER
9.35	$66,781				CITY TREASURER
9.13	$65,575	$64,704	-$871	-1.3%	ACCOUNTANT II
9.06	$65,207				GIS MANAGER/IT SUPPORT TECHNICIAN
8.94	$64,537				SCHOOL RESOURCE OFFICER
8.67	$63,078	$61,587	-$1,491	-2.4%	WATER ELECTRICIAN
8.66	$63,002				PATROL OFFICER II
8.60	$62,712				LEAD STREET MAINTENANCE OPERATOR
8.03	$59,733	$53,107	-$6,626	-12.5%	CITY RECORDER
7.94	$59,316	$55,795	-$3,521	-6.3%	PLANNER II
7.91	$59,156	$58,620	-$536	-0.9%	WATER MAINTENANCE OPERATOR III
7.90	$59,122	$55,795	-$3,327	-6.0%	PATROL OFFICER I
7.77	$58,478	$58,620	$142	0.2%	JOURNEY MECHANIC
7.70	$58,117	$53,107	-$5,010	-9.4%	COURT CLERK SUPERVISOR
7.44	$56,853				RECREATION COORDINATOR
7.31	$56,235				STREET MAINTENANCE OPERATOR III
7.04	$54,966	$45,795	-$9,171	-20.0%	ACCOUNTANT I
6.87	$54,195				PARKS MAINTENANCE SPECIALIST III
6.77	$53,723	$50,548	-$3,175	-6.3%	PLANNER I
6.70	$53,390	$53,107	-$283	-0.5%	EMERGENCY MANAGEMENT/ADMINISTRATIVE ASSISTANT
6.55	$52,723				WATER MAINTENANCE OPERATOR II
6.48	$52,438	$50,548	-$1,890	-3.7%	DISPATCHER/LEAD
6.39	$52,047	$50,548	-$1,499	-3.0%	WHITAKER MUSEUM DIRECTOR
6.33	$51,747				DISPATCHER II/COMMUNITY LIAISON
6.22	$51,277	$45,795	-$5,482	-12.0%	COURT CLERK III
6.16	$51,014				STREET MAINTENANCE OPERATOR II
5.79	$49,448				PLANNING & ZONING TECHNICIAN



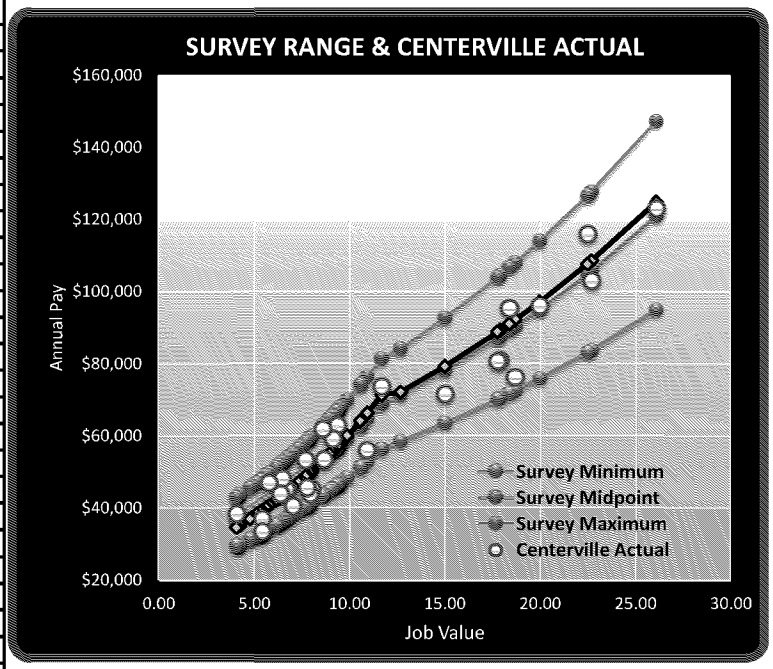
Comment: Examining the average formal range maximum of the survey participants in comparison to cities' formal range maximum shows the city pay maximums trailing the market for nonmanagement on average at -6.6% and management positions on average -19.8%.

5.64	$48,830				**APPRENTICE MECHANIC**
5.62	$48,758	$53,107	$4,349	**8.2%**	**PARKS MAINTENANCE SPECIALIST II**
5.43	$47,978	$43,588	-$4,390	**-10.1%**	**WATER MAINTENANCE OPERATOR I**
5.43	$47,964	$45,795	-$2,169	**-4.7%**	**DISPATCHER II**
5.42	$47,925				**ACCOUNTING TECHNICIAN II**
5.33	$47,559				**STREET MAINTENANCE OPERATOR I**
5.11	$46,691				**COURT CLERK II**
4.87	$45,775	$39,489	-$6,286	**-15.9%**	**BUILDING CUSTODIAN**
4.78	$45,426				**DISPATCHER I/COMMUNITY LIAISON**
4.25	$43,417	$39,489	-$3,928	**-9.9%**	**DISPATCHER I**
4.23	$43,377				**PARKS MAINTENANCE SPECIALIST I**
4.23	$43,373				**COURT CLERK I**
4.08	$42,827	$39,489	-$3,338	**-8.5%**	**ACCOUNTING TECHNICIAN I**
4.08	$42,810	$43,588	$778	**1.8%**	**ADMINISTRATIVE ASSISTANT**
				-10.0%	

Centerville

Survey Range Compared to Centerville Average

Job Value	Survey Minimum	Survey Midpoint	Survey Maximum	Survey Average	Centerville Actual	Job Title
26.08	$94,918	$120,978	$147,313	$124,858	$122,949	CITY MANAGER
22.69	$83,712	$105,675	$127,758	$108,631	$102,981	POLICE CHIEF
22.47	$83,047	$104,758	$126,579	$107,652	$115,960	CITY ATTORNEY
19.96	$75,870	$94,905	$113,957	$97,149	$96,054	PUBLIC WORKS DIRECTOR
18.68	$72,463	$90,256	$108,030	$92,208	$76,086	MANAGEMENT SERVICES DIRECTOR
18.38	$71,670	$89,177	$106,657	$91,062	$95,326	COMMUNITY DEVELOPMENT DIRECTOR
17.90	$70,455	$87,527	$104,560	$89,312	$80,808	PARKS & RECREATION DIRECTOR
17.77	$70,116	$87,066	$103,974	$88,823	$80,600	LIEUTENANT
15.01	$63,497	$78,125	$92,657	$79,363	$71,427	DEPUTY PUBLIC WORKS DIRECTOR
12.69	$58,415	$71,318	$84,096	$72,188		WATER SUPERVISOR
11.69	$56,297	$68,858	$81,367	$71,291	$73,517	SERGEANT
10.94	$52,789	$64,599	$76,360	$66,362	$55,890	STREET SUPERVISOR
10.61	$51,333	$62,830	$74,281	$64,328		MASTER POLICE OFFICER
10.58	$51,190	$62,656	$74,076	$64,128		PARKS SUPERVISOR
9.89	$48,256	$59,091	$69,884	$60,050		ASSISTANT CITY PLANNER
9.57	$46,971	$57,529	$68,046	$58,272		MASTER MECHANIC
9.53	$46,797	$57,318	$67,797	$58,032		DRAINAGE UTILITY SUPERVISOR
9.46	$46,532	$56,996	$67,419	$57,667		PATROL OFFICER III
9.38	$46,195	$56,585	$66,936	$57,201		LEAD WATER MAINTENANCE OPERATOR
9.37	$46,161	$56,545	$66,888	$57,155	$62,816	IT LEAD/POLICE RECORDS OFFICER
9.35	$46,086	$56,453	$66,781	$57,051		CITY TREASURER
9.13	$45,243	$55,428	$65,575	$55,890	$59,051	ACCOUNTANT II
9.06	$44,986	$55,116	$65,207	$55,537		GIS MANAGER/IT SUPPORT TECHNICIAN
8.94	$44,517	$54,546	$64,537	$54,894		SCHOOL RESOURCE OFFICER
8.67	$43,498	$53,306	$63,078	$53,496	$53,352	WATER ELECTRICIAN
8.66	$43,446	$53,242	$63,002	$53,424		PATROL OFFICER II
8.60	$43,243	$52,996	$62,712	$53,146	$61,693	LEAD STREET MAINTENANCE OPERATOR
8.03	$41,163	$50,465	$59,733	$50,308	$45,053	CITY RECORDER
7.94	$40,871	$50,111	$59,316	$49,912	$43,680	PLANNER II
7.91	$40,760	$49,975	$59,156	$49,760		WATER MAINTENANCE OPERATOR III
7.90	$40,736	$49,946	$59,122	$49,728		PATROL OFFICER I
7.77	$40,286	$49,399	$58,478	$49,117	$45,436	JOURNEY MECHANIC
7.70	$40,034	$49,092	$58,117	$48,775	$53,102	COURT CLERK SUPERVISOR
7.44	$39,153	$48,019	$56,853	$47,581		RECREATION COORDINATOR
7.31	$38,722	$47,494	$56,235	$46,998		STREET MAINTENANCE OPERATOR III
7.04	$37,837	$46,417	$54,966	$45,803	$40,331	ACCOUNTANT I
6.87	$37,299	$45,762	$54,195	$45,079		PARKS MAINTENANCE SPECIALIST III
6.77	$36,970	$45,361	$53,723	$44,637	$44,907	PLANNER I
6.70	$36,738	$45,078	$53,390	$44,325	$44,990	EMERGENCY MANAGEMENT/ADMINISTRATIVE ASSISTANT
6.55	$36,273	$44,513	$52,723	$43,701		WATER MAINTENANCE OPERATOR II
6.48	$36,074	$44,270	$52,438	$43,434	$47,912	DISPATCHER/LEAD
6.39	$35,802	$43,939	$52,047	$43,070	$43,805	WHITAKER MUSEUM DIRECTOR
6.33	$35,592	$43,684	$51,747	$42,789		DISPATCHER II/COMMUNITY LIAISON
6.22	$35,265	$43,285	$51,277	$42,351		COURT CLERK III
6.16	$35,082	$43,062	$51,014	$42,107		STREET MAINTENANCE OPERATOR II
5.79	$33,991	$41,732	$49,448	$40,651	$46,758	PLANNING & ZONING TECHNICIAN
5.64	$33,561	$41,208	$48,830	$40,079		APPRENTICE MECHANIC
5.62	$33,511	$41,147	$48,758	$40,012		PARKS MAINTENANCE SPECIALIST II
5.43	$32,968	$40,485	$47,978	$39,291	$36,825	WATER MAINTENANCE OPERATOR I



Comment: This illustration may actually be the most revealing. The expectation prior to the analysis was that the average current pay of city employees would likely fall somewhere within the survey range. This expectation was generally validated. The trend indicates that current city pay is consistent with market prevailing pay practices in terms of formal pay structure and career income earning opportunities. Because the majority of employees' current pay falls within the market range the question is raised with regard to the compa-ratio. Most pay progression strategies promote advancing employees to the midpoint within a time frame that mirrors the learning curve for the job and it is generally expected that employees that have 4-5 years of experience in the position would have progressed to the midpoint if performance meets expectations.

5.43	$32,958	$40,473	$47,964	$39,278	$33,280	**DISPATCHER II**
5.42	$32,931	$40,441	$47,925	$39,242		**ACCOUNTING TECHNICIAN II**
5.33	$32,676	$40,130	$47,559	$38,904		**STREET MAINTENANCE OPERATOR I**
5.11	$32,072	$39,393	$46,691	$38,104		**COURT CLERK II**
4.87	$31,435	$38,617	$45,775	$37,262		**BUILDING CUSTODIAN**
4.78	$31,192	$38,321	$45,426	$36,942		**DISPATCHER I/COMMUNITY LIAISON**
4.25	$29,795	$36,617	$43,417	$35,105		**DISPATCHER I**
4.23	$29,767	$36,583	$43,377	$35,068		**PARKS MAINTENANCE SPECIALIST I**
4.23	$29,765	$36,580	$43,373	$35,065		**COURT CLERK I**
4.08	$29,385	$36,117	$42,827	$34,567	$38,189	**ACCOUNTING TECHNICIAN I**
4.08	$29,373	$36,102	$42,810	$34,552		**ADMINISTRATIVE ASSISTANT**

Centerville
Proposed Pay Plan

Hourly Pay Rates | *Monthly Pay Rates* | *Annual Pay Rates*

JOB TITLE	JOB VALUE	Pay Range Minimum	Pay Range 60th %tile	Pay Range Maximum	Job Value	Pay Range Minimum	Pay Range 60th %tile	Pay Range Maximum	JOB TITLE	Job Value	Annual Pay Range Minimum (-20%)	Annual Pay Range 60th %tile (0%)	Annual Pay Range Maximum (+20%)	Range
CITY MANAGER	*26.08*	$49.75	$59.70	$71.65	*26.08*	$8,624	$10,348	$12,419	CITY MANAGER	*26.08*	$103,488	$124,185	$149,023	44%
POLICE CHIEF	*22.69*	$43.25	$51.90	$62.28	*22.69*	$7,497	$8,996	$10,795	POLICE CHIEF	*22.69*	$89,980	$107,952	$129,542	44%
CITY ATTORNEY	*22.47*	$42.85	$51.42	$61.71	*22.47*	$7,428	$8,913	$10,696	CITY ATTORNEY	*22.47*	$89,133	$106,960	$128,351	44%
PUBLIC WORKS DIRECTOR	*19.96*	$38.59	$46.31	$55.58	*19.96*	$6,690	$8,028	$9,633	PUBLIC WORKS DIRECTOR	*19.96*	$80,276	$96,331	$115,597	44%
MANAGEMENT SERVICES DIRECTOR	*18.68*	$36.59	$43.91	$52.70	*18.68*	$6,343	$7,612	$9,134	MANAGEMENT SERVICES DIRECTOR	*18.68*	$76,115	$91,338	$109,606	44%
COMMUNITY DEVELOPMENT DIRECTOR	*18.38*	$36.13	$43.36	$52.03	*18.38*	$6,263	$7,515	$9,018	COMMUNITY DEVELOPMENT DIRECTOR	*18.38*	$75,151	$90,182	$108,218	44%
PARKS & RECREATION DIRECTOR	*17.90*	$35.42	$42.51	$51.01	*17.90*	$6,140	$7,368	$8,841	PARKS & RECREATION DIRECTOR	*17.90*	$73,679	$88,414	$106,097	44%
LIEUTENANT	*17.77*	$35.22	$42.27	$50.72	*17.77*	$6,106	$7,327	$8,792	LIEUTENANT	*17.77*	$73,298	$87,921	$105,505	44%
DEPUTY PUBLIC WORKS DIRECTOR	*15.01*	$31.40	$37.68	$45.22	*15.01*	$5,443	$6,532	$7,838	DEPUTY PUBLIC WORKS DIRECTOR	*15.01*	$65,320	$78,384	$94,061	44%
WATER SUPERVISOR	*12.69*	$28.51	$34.21	$41.06	*12.69*	$4,942	$5,931	$7,117	WATER SUPERVISOR	*12.69*	$59,306	$71,167	$85,400	44%
SERGEANT	*11.69*	$27.87	$33.44	$40.13	*11.69*	$4,831	$5,797	$6,956	SERGEANT	*11.69*	$57,968	$69,562	$83,474	44%
STREET SUPERVISOR	*10.94*	$26.20	$31.43	$37.72	*10.94*	$4,540	$5,449	$6,538	STREET SUPERVISOR	*10.94*	$54,486	$65,383	$78,460	44%
MASTER POLICE OFFICER	*10.61*	$25.50	$30.60	$36.72	*10.61*	$4,420	$5,304	$6,365	MASTER POLICE OFFICER	*10.61*	$53,038	$63,646	$76,375	44%
PARKS SUPERVISOR	*10.58*	$25.43	$30.52	$36.62	*10.58*	$4,408	$5,290	$6,347	PARKS SUPERVISOR	*10.58*	$52,896	$63,475	$76,170	44%
ASSISTANT CITY PLANNER	*9.89*	$24.03	$28.83	$34.60	*9.89*	$4,164	$4,997	$5,997	ASSISTANT CITY PLANNER	*9.89*	$49,973	$59,968	$71,962	44%
MASTER MECHANIC	*9.57*	$23.41	$28.09	$33.71	*9.57*	$4,058	$4,869	$5,843	MASTER MECHANIC	*9.57*	$48,691	$58,429	$70,115	44%
DRAINAGE UTILITY SUPERVISOR	*9.53*	$23.33	$27.99	$33.59	*9.53*	$4,043	$4,852	$5,822	DRAINAGE UTILITY SUPERVISOR	*9.53*	$48,517	$58,221	$69,865	44%
PATROL OFFICER III	*9.46*	$23.20	$27.84	$33.41	*9.46*	$4,021	$4,825	$5,790	PATROL OFFICER III	*9.46*	$48,253	$57,904	$69,485	44%
LEAD WATER MAINTENANCE OPERATOR	*9.38*	$23.04	$27.64	$33.17	*9.38*	$3,993	$4,792	$5,750	LEAD WATER MAINTENANCE OPERATOR	*9.38*	$47,916	$57,499	$68,999	44%
IT LEAD/POLICE RECORDS OFFICER	*9.37*	$23.02	$27.62	$33.15	*9.37*	$3,990	$4,788	$5,746	IT LEAD/POLICE RECORDS OFFICER	*9.37*	$47,883	$57,459	$68,951	44%
CITY TREASURER	*9.35*	$22.98	$27.58	$33.10	*9.35*	$3,984	$4,781	$5,737	CITY TREASURER	*9.35*	$47,807	$57,369	$68,843	44%
ACCOUNTANT II	*9.13*	$22.58	$27.10	$32.51	*9.13*	$3,914	$4,697	$5,636	ACCOUNTANT II	*9.13*	$46,965	$56,358	$67,630	44%
GIS MANAGER/IT SUPPORT TECHNICIAN	*9.06*	$22.46	$26.95	$32.34	*9.06*	$3,892	$4,671	$5,605	GIS MANAGER/IT SUPPORT TECHNICIAN	*9.06*	$46,708	$56,050	$67,259	44%
SCHOOL RESOURCE OFFICER	*8.94*	$22.23	$26.68	$32.01	*8.94*	$3,853	$4,624	$5,549	SCHOOL RESOURCE OFFICER	*8.94*	$46,240	$55,488	$66,585	44%
WATER ELECTRICIAN	*8.67*	$21.74	$26.09	$31.31	*8.67*	$3,768	$4,522	$5,426	WATER ELECTRICIAN	*8.67*	$45,220	$54,264	$65,116	44%
PATROL OFFICER II	*8.66*	$21.71	$26.06	$31.27	*8.66*	$3,764	$4,517	$5,420	PATROL OFFICER II	*8.66*	$45,167	$54,200	$65,041	44%
LEAD STREET MAINTENANCE OPERATOR	*8.60*	$21.62	$25.94	$31.13	*8.60*	$3,747	$4,496	$5,396	LEAD STREET MAINTENANCE OPERATOR	*8.60*	$44,964	$53,957	$64,748	44%
CITY RECORDER	*8.03*	$20.62	$24.74	$29.69	*8.03*	$3,573	$4,288	$5,146	CITY RECORDER	*8.03*	$42,880	$51,456	$61,747	44%
PLANNER II	*7.94*	$20.47	$24.57	$29.48	*7.94*	$3,549	$4,259	$5,110	PLANNER II	*7.94*	$42,587	$51,105	$61,326	44%
WATER MAINTENANCE OPERATOR III	*7.91*	$20.42	$24.50	$29.41	*7.91*	$3,540	$4,248	$5,097	WATER MAINTENANCE OPERATOR III	*7.91*	$42,475	$50,970	$61,164	44%
PATROL OFFICER I	*7.90*	$20.41	$24.49	$29.39	*7.90*	$3,538	$4,245	$5,094	PATROL OFFICER I	*7.90*	$42,451	$50,942	$61,130	44%
JOURNEY MECHANIC	*7.77*	$20.19	$24.23	$29.08	*7.77*	$3,500	$4,200	$5,040	JOURNEY MECHANIC	*7.77*	$42,000	$50,400	$60,480	44%
COURT CLERK SUPERVISOR	*7.70*	$20.07	$24.08	$28.90	*7.70*	$3,479	$4,175	$5,010	COURT CLERK SUPERVISOR	*7.70*	$41,747	$50,096	$60,116	44%
RECREATION COORDINATOR	*7.44*	$19.64	$23.57	$28.29	*7.44*	$3,405	$4,086	$4,903	RECREATION COORDINATOR	*7.44*	$40,862	$49,034	$58,841	44%
STREET MAINTENANCE OPERATOR III	*7.31*	$19.44	$23.32	$27.99	*7.31*	$3,369	$4,043	$4,851	STREET MAINTENANCE OPERATOR III	*7.31*	$40,428	$48,514	$58,216	44%
ACCOUNTANT I	*7.04*	$19.01	$22.81	$27.37	*7.04*	$3,295	$3,954	$4,745	ACCOUNTANT I	*7.04*	$39,538	$47,446	$56,935	44%
PARKS MAINTENANCE SPECIALIST III	*6.87*	$18.75	$22.50	$27.00	*6.87*	$3,250	$3,900	$4,680	PARKS MAINTENANCE SPECIALIST III	*6.87*	$38,997	$46,796	$56,155	44%
PLANNER I	*6.77*	$18.59	$22.31	$26.77	*6.77*	$3,222	$3,867	$4,640	PLANNER I	*6.77*	$38,665	$46,398	$55,678	44%
EMERGENCY MANAGEMENT/ADMINISTRATIVE ASSISTANT	*6.70*	$18.48	$22.17	$26.61	*6.70*	$3,203	$3,843	$4,612	EMERGENCY MANAGEMENT/ADMINISTRATIVE ASSISTANT	*6.70*	$38,431	$46,118	$55,341	44%
WATER MAINTENANCE OPERATOR II	*6.55*	$18.25	$21.90	$26.28	*6.55*	$3,164	$3,796	$4,556	WATER MAINTENANCE OPERATOR II	*6.55*	$37,963	$45,556	$54,667	44%
DISPATCHER/LEAD	*6.48*	$18.16	$21.79	$26.14	*6.48*	$3,147	$3,776	$4,532	DISPATCHER/LEAD	*6.48*	$37,763	$45,316	$54,379	44%
WHITAKER MUSEUM DIRECTOR	*6.39*	$18.02	$21.63	$25.95	*6.39*	$3,124	$3,749	$4,499	WHITAKER MUSEUM DIRECTOR	*6.39*	$37,488	$44,986	$53,983	44%
DISPATCHER II/COMMUNITY LIAISON	*6.33*	$17.92	$21.51	$25.81	*6.33*	$3,106	$3,728	$4,473	DISPATCHER II/COMMUNITY LIAISON	*6.33*	$37,277	$44,733	$53,679	44%
COURT CLERK III	*6.22*	$17.76	$21.32	$25.58	*6.22*	$3,079	$3,695	$4,434	COURT CLERK III	*6.22*	$36,947	$44,337	$53,204	44%
STREET MAINTENANCE OPERATOR II	*6.16*	$17.67	$21.21	$25.45	*6.16*	$3,064	$3,676	$4,411	STREET MAINTENANCE OPERATOR II	*6.16*	$36,762	$44,115	$52,938	44%
PLANNING & ZONING TECHNICIAN	*5.79*	$17.14	$20.57	$24.69	*5.79*	$2,972	$3,566	$4,279	PLANNING & ZONING TECHNICIAN	*5.79*	$35,661	$42,793	$51,352	44%
APPRENTICE MECHANIC	*5.64*	$16.94	$20.32	$24.39	*5.64*	$2,936	$3,523	$4,227	APPRENTICE MECHANIC	*5.64*	$35,226	$42,272	$50,726	44%
PARKS MAINTENANCE SPECIALIST II	*5.62*	$16.91	$20.29	$24.35	*5.62*	$2,931	$3,518	$4,221	PARKS MAINTENANCE SPECIALIST II	*5.62*	$35,175	$42,210	$50,652	44%
WATER MAINTENANCE OPERATOR I	*5.43*	$16.55	$19.86	$23.97	*5.43*	$2,866	$3,463	$4,155	WATER MAINTENANCE OPERATOR I	*5.43*	$34,627	$41,552	$49,862	44%
DISPATCHER II	*5.43*	$16.54	$19.97	$23.97	*5.43*	$2,885	$3,462	$4,154	DISPATCHER II	*5.43*	$34,616	$41,540	$49,848	44%
ACCOUNTING TECHNICIAN II	*5.42*	$16.53	$19.96	$23.95	*5.42*	$2,882	$3,459	$4,151	ACCOUNTING TECHNICIAN II	*5.42*	$34,589	$41,507	$49,809	44%
STREET MAINTENANCE OPERATOR I	*5.33*	$16.51	$19.81	$23.77	*5.33*	$2,861	$3,433	$4,120	STREET MAINTENANCE OPERATOR I	*5.33*	$34,331	$41,198	$49,437	44%
COURT CLERK II	*5.11*	$16.21	$19.45	$23.34	*5.11*	$2,810	$3,372	$4,046	COURT CLERK II	*5.11*	$33,720	$40,464	$48,557	44%
BUILDING CUSTODIAN	*4.87*	$15.90	$19.06	$22.90	*4.87*	$2,756	$3,307	$3,969	BUILDING CUSTODIAN	*4.87*	$33,075	$39,690	$47,628	44%
DISPATCHER I/COMMUNITY LIAISON	*4.78*	$15.78	$18.94	$22.73	*4.78*	$2,736	$3,283	$3,939	DISPATCHER I/COMMUNITY LIAISON	*4.78*	$32,829	$39,395	$47,274	44%
DISPATCHER I	*4.25*	$15.10	$18.12	$21.75	*4.25*	$2,618	$3,141	$3,769	DISPATCHER I	*4.25*	$31,412	$37,694	$45,233	44%
PARKS MAINTENANCE SPECIALIST I	*4.23*	$15.09	$18.11	$21.73	*4.23*	$2,615	$3,138	$3,766	PARKS MAINTENANCE SPECIALIST I	*4.23*	$31,383	$37,660	$45,192	44%
COURT CLERK I	*4.23*	$15.09	$18.10	$21.73	*4.23*	$2,615	$3,138	$3,766	COURT CLERK I	*4.23*	$31,381	$37,657	$45,188	44%
ACCOUNTING TECHNICIAN I	*4.08*	$14.90	$17.88	$21.46	*4.08*	$2,583	$3,100	$3,719	ACCOUNTING TECHNICIAN I	*4.08*	$30,985	$37,184	$44,633	44%
ADMINISTRATIVE ASSISTANT	*4.08*	$14.90	$17.87	$21.45	*4.08*	$2,582	$3,099	$3,718	ADMINISTRATIVE ASSISTANT	*4.08*	$30,983	$37,180	$44,616	44%

JOB TITLE	New Pay Plan 1Q	2Q	3Q (mid)	4Q	Max	Current Pay Grade	Current Pay Plan 1Q	2Q	3Q (mid)	4Q	Max	Difference Mid
CITY MANAGER	$103,488	$113,837	$124,185	$136,604	$149,023	28	$84,793	$94,353	$103,892	$113,421	$122,959	$20,293
POLICE CHIEF	$89,980	$98,958	$107,952	$118,747	$129,542	25	$73,118	$81,364	$89,590	$97,805	$106,021	$18,362
CITY ATTORNEY	$89,133	$98,046	$106,960	$117,655	$128,351	27	$80,707	$89,808	$98,887	$107,957	$117,026	$8,072
PUBLIC WORKS DIRECTOR	$80,276	$88,303	$96,331	$105,964	$115,597	23	$66,242	$73,715	$81,167	$88,609	$96,050	$15,164
MANAGEMENT SERVICES DIRECTOR	$76,115	$83,727	$91,338	$100,472	$109,606	21	$60,012	$66,784	$73,536	$80,277	$87,018	$17,802
COMMUNITY DEVELOPMENT DIRECTOR	$75,151	$82,666	$90,182	$99,200	$108,218	23	$66,242	$73,715	$81,167	$88,609	$96,050	$9,015
PARKS & RECREATION DIRECTOR	$73,679	$81,047	$88,414	$97,256	$106,097	20	$57,121	$63,568	$69,994	$76,409	$82,823	$18,421
LIEUTENANT	$73,298	$80,594	$87,921	$96,713	$105,505	21	$60,012	$66,784	$73,536	$80,277	$87,018	$14,385
DEPUTY PUBLIC WORKS DIRECTOR	$65,320	$71,852	$78,384	$86,223	$94,061	17	$49,256	$54,818	$60,359	$65,890	$71,421	$18,025
WATER SUPERVISOR	$59,306	$65,236	$71,167	$78,284	$85,400	17	$49,256	$54,818	$60,359	$65,890	$71,421	$10,806
SERGEANT	$57,968	$63,765	$69,562	$76,518	$83,474	18	$51,749	$57,592	$63,413	$69,225	$75,038	$6,149
STREET SUPERVISOR	$54,486	$59,934	$65,383	$71,921	$78,460	15	$44,624	$49,665	$54,685	$59,685	$64,704	$10,696
MASTER POLICE OFFICER	$53,038	$58,342	$63,646	$70,010	$76,375							
PARKS SUPERVISOR	$52,896	$58,185	$63,475	$69,822	$76,170	14	$42,474	$47,273	$52,051	$56,819	$61,587	$11,424
ASSISTANT CITY PLANNER	$49,973	$59,968	$71,962	$65,965	$71,962							
MASTER MECHANIC	$48,691	$53,560	$58,429	$64,272	$70,115							
DRAINAGE UTILITY SUPERVISOR	$48,517	$53,369	$58,221	$64,043	$69,865	14	$42,474	$47,273	$52,051	$56,819	$61,587	$8,170
PATROL OFFICER III	$48,253	$53,079	$57,904	$63,694	$69,465	16	$46,883	$52,178	$57,452	$62,716	$67,980	$452
LEAD WATER MAINTENANCE OPERATOR	$47,916	$52,708	$57,499	$63,249	$68,999							
IT LEAD/POLICE RECORDS OFFICER	$47,883	$52,671	$57,459	$63,205	$68,951	16	$46,883	$52,178	$57,452	$62,716	$67,980	$7
CITY TREASURER	$47,807	$52,588	$57,369	$63,106	$68,843	15	$44,624	$49,665	$54,685	$59,685	$64,704	$2,684
ACCOUNTANT II	$46,965	$51,662	$56,358	$61,994	$67,630	14	$42,474	$47,273	$52,051	$56,819	$61,587	$4,307
GIS MANAGER/IT SUPPORT TECHNICIAN	$46,708	$51,379	$56,050	$61,655	$67,259	15	$44,624	$49,665	$54,685	$59,685	$64,704	$1,355
SCHOOL RESOURCE OFFICER	$46,240	$50,864	$55,488	$61,036	$66,585							
WATER ELECTRICIAN	$45,220	$49,742	$54,264	$59,690	$65,116	14	$42,474	$47,273	$52,051	$56,819	$61,587	$2,213
PATROL OFFICER II	$45,167	$49,684	$54,200	$59,621	$65,041	14	$42,474	$47,273	$52,051	$56,819	$61,587	$2,149
LEAD STREET MAINTENANCE OPERATOR	$44,964	$49,460	$53,957	$59,353	$64,748							
CITY RECORDER	$42,880	$47,168	$51,456	$56,601	$61,747	12	$38,479	$42,829	$47,158	$51,477	$55,793	$4,297
PLANNER II	$42,587	$46,846	$51,105	$56,215	$61,326	13	$40,427	$44,996	$49,544	$54,092	$58,620	$51,561
WATER MAINTENANCE OPERATOR III	$42,475	$46,723	$50,970	$56,067	$61,164	12	$38,479	$42,829	$47,158	$51,477	$55,793	$3,612
PATROL OFFICER I	$42,451	$46,697	$50,942	$56,036	$61,130	13	$40,427	$44,996	$49,544	$54,092	$58,620	$1,398
JOURNEY MECHANIC	$42,000	$46,200	$50,400	$55,440	$60,480	11	$36,625	$40,767	$44,887	$48,987	$53,107	$5,513
COURT CLERK SUPERVISOR	$41,747	$45,922	$50,096	$55,106	$60,116	11	$36,625	$40,767	$44,887	$48,987	$53,107	$5,209
RECREATION COORDINATOR	$40,862	$44,948	$49,034	$53,937	$58,841	10	$34,861	$38,803	$42,725	$46,637	$50,548	$6,309
STREET MAINTENANCE OPERATOR III	$40,428	$44,471	$48,514	$53,365	$58,216	12	$38,479	$42,829	$47,158	$51,477	$55,793	$1,356
ACCOUNTANT I	$39,538	$43,492	$47,446	$52,190	$56,935	12	$38,479	$42,829	$47,158	$51,477	$55,793	$287
PARKS MAINTENANCE SPECIALIST III	$38,997	$42,896	$46,796	$51,475	$56,155	11	$36,625	$40,767	$44,887	$48,997	$53,107	$1,909
PLANNER I	$38,665	$42,532	$46,398	$51,038	$55,678	11	$36,625	$40,767	$44,887	$48,997	$53,107	$1,511
EMERGENCY MANAGEMENT/ADMINISTRATIVE ASSISTANT	$38,431	$42,275	$46,118	$50,730	$55,341	10	$34,861	$38,803	$42,725	$46,637	$50,548	$3,392
WATER MAINTENANCE OPERATOR II	$37,963	$41,760	$45,556	$50,112	$54,667	10	$34,861	$38,803	$42,725	$46,637	$50,548	$2,831
DISPATCHER/LEAD	$37,763	$41,539	$45,316	$49,847	$54,379	11	$36,625	$40,767	$44,887	$48,997	$53,107	$429
WHITAKER MUSEUM DIRECTOR	$37,488	$41,237	$44,986	$49,485	$53,983	9	$33,181	$36,935	$40,668	$44,390	$48,113	$4,318
DISPATCHER II/COMMUNITY LIAISON	$37,277	$41,005	$44,733	$49,206	$53,679	8	$31,582	$35,156	$38,709	$42,252	$45,795	$8,023
COURT CLERK III	$36,947	$40,642	$44,337	$48,770	$53,204	8	$31,582	$35,156	$38,709	$42,252	$45,795	$5,627
STREET MAINTENANCE OPERATOR II	$36,762	$40,439	$44,115	$48,526	$52,938	10	$34,861	$38,803	$42,725	$46,637	$50,548	$1,390
PLANNING & ZONING TECHNICIAN	$35,661	$39,227	$42,793	$47,072	$51,352	9	$33,181	$36,935	$40,668	$44,390	$48,113	$2,125
APPRENTICE MECHANIC	$35,226	$38,749	$42,272	$46,499	$50,726	10	$34,861	$38,803	$42,725	$46,637	$50,548	-$454
PARKS MAINTENANCE SPECIALIST II	$35,175	$38,693	$42,210	$46,431	$50,652	9	$33,181	$36,935	$40,668	$44,390	$48,113	$1,543
WATER MAINTENANCE OPERATOR I	$34,627	$38,089	$41,552	$45,707	$49,862	8	$31,582	$35,156	$38,709	$42,252	$45,795	$2,643
DISPATCHER II	$34,616	$38,078	$41,540	$45,694	$49,848	8	$31,582	$35,156	$38,709	$42,252	$45,795	$2,539
ACCOUNTING TECHNICIAN II	$34,589	$38,048	$41,507	$45,658	$49,809	10	$34,861	$38,803	$42,725	$46,637	$50,548	-$1,218
STREET MAINTENANCE OPERATOR I	$34,331	$37,764	$41,198	$45,317	$49,437	8	$31,582	$35,156	$38,709	$42,252	$45,795	$2,488
COURT CLERK II	$33,720	$37,092	$40,464	$44,510	$48,557	7	$30,061	$33,463	$36,845	$40,217	$43,588	$3,619
BUILDING CUSTODIAN	$33,075	$36,382	$39,690	$43,659	$47,628	5	$27,234	$30,316	$33,362	$36,436	$39,489	$6,307
DISPATCHER II/COMMUNITY LIAISON	$32,829	$36,112	$39,395	$43,334	$47,274	6	$28,612	$31,852	$35,071	$38,280	$41,488	$4,324
DISPATCHER I	$31,412	$34,553	$37,694	$41,464	$45,233	6	$28,612	$31,852	$35,071	$38,280	$41,488	$2,623
PARKS MAINTENANCE SPECIALIST I	$31,383	$34,522	$37,660	$41,426	$45,192	7	$30,061	$33,463	$36,845	$40,217	$43,588	$815
COURT CLERK I	$31,381	$34,519	$37,657	$41,423	$45,188	5	$27,234	$30,316	$33,362	$36,436	$39,489	$4,275
ACCOUNTING TECHNICIAN I	$30,985	$34,085	$37,184	$40,933	$44,633	7	$30,061	$33,463	$36,845	$40,217	$43,588	$349
ADMINISTRATIVE ASSISTANT	$30,983	$34,082	$37,180	$40,898	$44,616	6	$28,612	$31,852	$35,071	$38,280	$41,488	$2,109

Centerville

Least Cost Implementation

CURRENT				PROPOSED								Compa-Ratio
POSITION	STATUS	HOURLY	SALARY	POSITION	JOB VALUE	MINIMUM	MIDPOINT	MAXIMUM	SALARY	$DIFF	%DIFF	
City Manager	2080	$59.11	$122,949	CITY MANAGER	26.08	$103,488	$124,185	$149,023	$122,949	$0	0.0%	99.00%
Chief	2080	$49.51	$102,981	POLICE CHIEF	22.69	$89,960	$107,952	$129,542	$102,981	$0	0.0%	95.40%
City Attorney	2080	$55.75	$115,960	CITY ATTORNEY	22.47	$89,133	$106,960	$128,351	$115,960	$0	0.0%	108.41%
Public Works Dir	2080	$46.18	$96,054	PUBLIC WORKS DIRECTOR	19.96	$80,276	$96,331	$115,597	$96,054	$0	0.0%	99.71%
Mgmt Svc Director	2080	$36.58	$76,086	MANAGEMENT SERVICES DIRECTOR	18.68	$76,115	$91,338	$109,606	$76,115	$0	0.0%	83.33%
Comm Dev Director	2080	$45.83	$95,326	COMMUNITY DEVELOPMENT DIRECTOR	18.38	$75,151	$90,182	$108,218	$95,326	$0	0.0%	105.70%
Parks Director	2080	$38.85	$80,808	PARKS & RECREATION DIRECTOR	17.90	$73,679	$88,414	$106,097	$80,808	$0	0.0%	91.40%
Lieutenant	2080	$38.75	$80,600	LIEUTENANT	17.77	$73,268	$87,921	$105,505	$80,600	$0	0.0%	91.67%
Asst PW Director	2080	$34.34	$71,427	DEPUTY PUBLIC WORKS DIRECTOR	15.01	$65,320	$78,384	$94,061	$71,427	$0	0.0%	91.12%
Sgt/Patrol	2158	$34.12	$73,631	SERGEANT	11.69	$60,142	$72,171	$86,605	$73,631	$0	0.0%	102.02%
Sgt/Patrol	2158	$33.48	$72,250	SERGEANT	11.69	$60,142	$72,171	$86,605	$72,250	$0	0.0%	100.11%
Sgt/Patrol	2158	$32.90	$70,998	SERGEANT	11.69	$60,142	$72,171	$86,605	$70,998	$0	0.0%	98.38%
Sgt/Investigation	2158	$35.77	$77,192	SERGEANT	11.69	$60,142	$72,171	$86,605	$77,192	$0	0.0%	106.96%
Streets Supervisor	2080	$26.87	$55,890	STREET SUPERVISOR	10.94	$54,486	$65,383	$78,460	$55,890	$0	0.0%	85.48%
Parks Supervisor	2080	$27.98	$58,198	PARKS SUPERVISOR	10.58	$52,896	$63,475	$76,170	$58,198	$0	0.0%	91.69%
Drainage Utility Sup	2080	$25.67	$53,394	DRAINAGE UTILITY SUPERVISOR	9.53	$48,517	$58,221	$69,865	$53,394	$0	0.0%	91.71%
PO III	2158	$30.29	$65,366	PATROL OFFICER III	9.46	$50,063	$60,075	$72,090	$65,366	$0	0.0%	108.81%
PO III	2158	$27.50	$59,345	PATROL OFFICER III	9.46	$50,063	$60,075	$72,090	$59,345	$0	0.0%	98.78%
PO III	2158	$27.69	$59,755	PATROL OFFICER III	9.46	$50,063	$60,075	$72,090	$59,755	$0	0.0%	99.47%
PO III	2158	$27.92	$60,251	PATROL OFFICER III	9.46	$50,063	$60,075	$72,090	$60,251	$0	0.0%	100.29%
PO III	2158	$26.39	$56,950	PATROL OFFICER III	9.46	$50,063	$60,075	$72,090	$56,950	$0	0.0%	94.80%
Treasurer	2080	$30.20	$62,816	CITY TREASURER	9.35	$47,807	$57,369	$68,843	$62,816	$0	0.0%	109.49%
Accountant I	1352	$19.50	$26,364	ACCOUNTANT I	7.04	$25,700	$30,840	$37,008	$26,364	$0	0.0%	85.49%
GIS Coordinator/IT Specialist	2080	$28.39	$59,051	GIS MANAGER/IT SUPPORT TECHNICIAN	9.06	$46,708	$56,050	$67,259	$59,051	$0	0.0%	105.36%
Electrician	2080	$27.43	$57,054	WATER ELECTRICIAN	8.67	$45,220	$54,264	$65,116	$57,054	$0	0.0%	105.14%
PO II	2158	$24.37	$52,590	PATROL OFFICER II	8.66	$46,861	$56,233	$67,480	$52,590	$0	0.0%	93.52%
PO II	2158	$28.14	$60,726	PATROL OFFICER II	8.66	$46,861	$56,233	$67,480	$60,726	$0	0.0%	107.99%
PO II	2158	$21.66	$46,742	PATROL OFFICER II	8.66	$46,861	$56,233	$67,480	$46,861	$119	0.3%	83.33%
Record/IT Specialist	2080	$29.66	$61,693	IT LEAD/POLICE RECORDS OFFICER	9.37	$47,883	$57,459	$68,951	$61,693	$0	0.0%	107.37%
Recorder	2080	$21.00	$43,680	CITY RECORDER	8.03	$42,880	$51,456	$61,747	$43,680	$0	0.0%	84.89%
Planner I	2080	$21.63	$44,990	PLANNER II	7.94	$42,587	$51,105	$61,326	$44,990	$0	0.0%	88.04%
Water Maint III	2080	$20.90	$43,472	WATER MAINTENANCE OPERATOR III	7.91	$42,475	$50,970	$61,164	$43,472	$0	0.0%	85.29%
PO I	2158	$20.00	$43,160	PATROL OFFICER I	7.90	$44,043	$52,852	$63,422	$44,043	$0	0.0%	83.33%
PO I	2158	$23.10	$49,850	PATROL OFFICER I	7.90	$44,043	$52,852	$63,422	$49,850	$0	0.0%	94.32%
PO I	2158	$21.12	$45,577	PATROL OFFICER I	7.90	$44,043	$52,852	$63,422	$45,577	$0	0.0%	86.23%
PO I	2158	$20.00	$43,160	PATROL OFFICER I	7.90	$44,043	$52,852	$63,422	$44,043	$883	2.0%	83.33%
Journey Mechanic	2080	$25.53	$53,102	JOURNEY MECHANIC	7.77	$42,000	$50,400	$60,480	$53,102	$0	0.0%	105.36%
Court Supervisor	2080	$21.66	$45,053	COURT CLERK SUPERVISOR	7.70	$41,747	$50,096	$60,116	$45,053	$0	0.0%	89.93%
Recreation Supervisor	1456	$22.22	$32,352	RECREATION COORDINATOR	7.44	$28,603	$34,324	$41,188	$32,352	$0	0.0%	94.26%
Street Maint III	2080	$25.29	$52,603	STREET MAINTENANCE OPERATOR III	7.31	$40,428	$48,514	$58,216	$52,603	$0	0.0%	108.43%
Street Maint III	2080	$23.70	$49,296	STREET MAINTENANCE OPERATOR III	7.31	$40,428	$48,514	$58,216	$49,296	$0	0.0%	101.61%
Street Maint II	2080	$18.00	$37,440	STREET MAINTENANCE OPERATOR II	6.16	$36,762	$44,115	$52,938	$37,440	$0	0.0%	84.87%
Parks Maint III	2080	$20.88	$43,430	PARKS MAINTENANCE SPECIALIST III	6.87	$38,997	$46,796	$56,155	$43,430	$0	0.0%	92.81%

Centerville

Least Cost Implementation

CURRENT				PROPOSED								
POSITION	STATUS	HOURLY	SALARY	POSITION	JOB VALUE	MINIMUM	MIDPOINT	MAXIMUM	SALARY	$DIFF	%DIFF	Compa-Ratio
Parks Maint III	2080	$21.20	$44,096	PARKS MAINTENANCE SPECIALIST III	6.87	$38,997	$46,796	$56,155	$44,096	$0	0.0%	94.23%
Parks Maint III	2080	$19.24	$40,019	PARKS MAINTENANCE SPECIALIST III	6.87	$38,997	$46,796	$56,155	$40,019	$0	0.0%	85.52%
Accountant I	2080	$21.59	$44,907	ACCOUNTANT I	7.04	$39,538	$47,446	$56,935	$44,907	$0	0.0%	94.65%
Planner I	2080	$21.63	$44,990	PLANNER I	6.77	$38,665	$46,398	$55,678	$44,990	$0	0.0%	96.97%
EM Asst./Dispatcher	1352	$18.00	$24,336	EMERGENCY MANAGEMENT/ADMINISTRATIVE ASSISTANT	6.70	$24,980	$29,977	$35,972	$24,980	$644	2.6%	83.33%
Water Maint II	2080	$24.30	$50,544	WATER MAINTENANCE OPERATOR II	6.55	$37,963	$45,556	$54,667	$50,544	$0	0.0%	110.95%
Water Maint II	2080	$21.77	$45,282	WATER MAINTENANCE OPERATOR II	6.55	$37,963	$45,556	$54,667	$45,282	$0	0.0%	99.40%
Dispatch III	2080	$21.06	$43,805	DISPATCHER/LEAD	6.48	$37,763	$45,316	$54,379	$43,805	$0	0.0%	96.67%
Museum Director	1248	$17.58	$21,940	WHITAKER MUSEUM DIRECTOR	6.39	$22,493	$26,992	$32,390	$22,493	$553	2.5%	83.33%
Court Clerk III	2080	$19.39	$40,331	COURT CLERK III	6.22	$36,947	$44,337	$53,204	$40,331	$0	0.0%	90.97%
P&Z Technician	2080	$22.48	$46,758	PLANNING & ZONING TECHNICIAN	5.79	$35,661	$42,793	$51,352	$46,758	$0	0.0%	109.27%
Water Maint I	2080	$17.00	$35,360	WATER MAINTENANCE OPERATOR I	5.43	$34,627	$41,552	$49,862	$35,360	$0	0.0%	85.10%
Custodian	1352	$18.92	$25,580	BUILDING CUSTODIAN	4.87	$21,499	$25,798	$30,958	$25,580	$0	0.0%	99.15%
Dispatch I	1040	$14.00	$14,560	DISPATCHER I	4.25	$15,706	$18,847	$22,617	$15,706	$1,146	7.9%	83.33%
Court Clerk I	1248	$14.77	$18,433	COURT CLERK I	4.23	$18,828	$22,594	$27,113	$18,828	$396	2.1%	83.33%
Secretary II	2080	$18.36	$38,189	ADMINISTRATIVE ASSISTANT	4.08	$30,983	$37,180	$44,616	$38,189	$0	0.0%	102.71%
Account Tech	832	$14.77	$12,289	ACCOUNTING TECHNICIAN I	4.08	$12,398	$14,878	$17,853	$12,398	$109	0.9%	83.33%
			$3,251,034					Proposed Total Base Salary	$3,255,796	$3,851	0.3%	
								Annual Budget Increase	$3,851			
								% Increase to Budget	0.12%			

City of Centerville

Executive Summary
Job Valuation & Compensation Study

Introduction

Pursuant to the approval given by the City Council, Personnel Systems & Services was engaged to address core needs relative to compensation administration, specifically, a "Job Analysis, Classification & Compensation Study". The accepted proposal included these elements: 1) administer a city-wide "job values" survey, 2) conduct employee orientation meetings to explain the job study process and share values survey results, 3) conduct onsite job audits to facilitate the creation of updated job descriptions, 4) create a pay plan alternative to address "Internal Equity" through the development of a job valuation instrument; 5) conduct a labor market survey to determine the competitive position of the city's pay practices, 6) provide implementation strategies identifying impact upon individual employees and budget and 7) explore the impact of an "organizational reset" to address the potential need to mitigate compensation compression".

Preliminary to the project the management team orchestrated the distribution of the "job values survey" to all employees. This was a perceptual exercise, simply seeking employee opinions regarding various aspects of the "worth of work". The instrument addressed four key elements: 1- the importance ranking of values used to assess comparative worth of jobs, 2- priority rankings of policy and practice related considerations that influence external parity through compensation management, 3- a ranking of the elements common to performance appraisal and viewed as most meaningful by employees, also a ranking exercise, and 4- responses to four "fairness" questions answered with "yes" or "no" that reflect a perception of being or not being underpaid.

Worth of Work Values

The core values to this internal equity instrument consist of Job Knowledge, Responsibility, Difficulty and Work Environment. 41 employees chose to participate in the survey. The average ranking of importance for the various factors, with "1" being highest, for the work values are: Job Knowledge-1.77, Responsibility- 1.77, Difficulty- 2.44 and Work Environment- 2.46. Each primary value is divided into sub-elements, which were also ranked. These rank order preferences were incorporated into the design of the point/job valuation system against which all positions were valued. This process produces a "site validated" internal equity, or job valuation methodology. Of significance is that the internal equity instrument is intended to become a "living" instrument for the administration of pay practices and can be modified to reflect "value-based" enhancements as the city becomes more familiar with the methodology. It is anticipated that the implementation of this values-based methodology will be a "work in progress". The unique outcome from the approach to this study and analysis resulted in a pay administration structure where all jobs have a stand-alone market-based pay range.

Policy Components & External Parity Perceptions

A sampling of various issues and conditions that influence an organization's compensation policies were also ranked as to importance by the employees. That list included the following: Ability to Pay (considering the size and type of business), Organizational Philosophy (willingness to pay, attitudes about ranking among competitors), Regional Economics (prevailing rates and rates of inflation), Availability of Labor Supply (supply and demand, the competition for particular skills and jobs), Reputation of the Organization (competitiveness of pay and market recognition as high or low paying) and Pay Supplements (various incentives and benefits). The order of importance as ranked by the 41 city employee participants was: 1- Organizational Philosophy, 2- Reputation of the City, 3- Regional Economics, 4- Ability to Pay, 5- Pay Supplements, and 6- Labor Supply.

As the city moves forward and considers implementation strategies, reflecting upon these employee priority perceptions can contribute to the assessment and planning process.

Contributory Value Perceptions

This is where the employee provides their opinion about what is most meaningful when being recognized for their contribution to the work place; those things that reflect upon the "worth of the worker". The three aspects of performance recognition are: longevity (years of service or loyalty), efficiency (timely completion of work) and effectiveness (volume & quality of work). The typical expectation is that employees give more attention or pursue most openly recognition for longevity or loyalty to the city as the employer. The sample group's priority ranking reveals a different perspective. **First in importance** is "effectiveness", being recognized for the quality and volume of work performed. **Second in importance**, is "efficiency", or being recognized for their timely completion of work and the conservation of resources under their area of responsibility, which includes time, monetary resources, materials and equipment. **Third in importance,** and last on this short list, is "longevity" or their loyalty to the city as an employee. It is anticipated that these insights can also influence strategic planning and development of the compensation program along with performance standards and objectives.

General Equity & Fairness Perceptions

The final segment of the values survey invited employees to respond to this question: "Do you believe you are underpaid when considering the follow?" This was an anonymous exercise and the intent was to obtain a broad organizational perspective. These are the questions:

1. Do you believe you are underpaid when considering the value of your job to the organization?

2. Do you believe you are underpaid when considering the pay of others within your organization performing essentially the same type of work?

3. Do you believe you are underpaid when considering the amount of work, you perform?

4. Do you believe you are underpaid when considering the pay of others outside your organization performing essentially the same type of work?

To the first question, 38 employees or 92.7% responded "yes". This is an internal equity question. Employees may need to be better informed regarding the methods, process and practices used to establish the worth of the job to the city. Interestingly, of the over 11,791 other public and private sector employees that have completed this survey, 72.9% are of the same opinion. While it may be that this exercise can be used to "vent", we see that Centerville employees are considerably less satisfied with the attention given to the worth of their jobs to the city.

To the second question, 20 employees or 48.8% answered "yes". This question has some interesting interpretative possibilities. One being the possibility that if an employee answers "yes", they may be expressing a frustration that some co-worker(s) are not carrying their fair share of the workload and they are then forced to "carry" that individual without receiving any recognition for their added contribution or greater dedication. This perception can most likely be avoided if the first line supervisors are effective in their role as "evaluator". Consider this axiom: "Success or failure as a manager rests in the ability to evaluate. That ability is the ongoing assessment of things as they were, as they are, and as they need to be resulting in the effective allocation of the resources needed to prevent and solve problems. A problem is a frustrated goal." To this same question, 51.8% of my 11,791 plus employee sample group has also answered "yes". In this instance, Centerville employees are typical.

To the third question, 34 of the 41, or 82.9% of the city employees responding answered "yes". Because doing more with less has most likely been the mode of operation during recent austere times, this may not be too surprising. But it may also be more the norm than the exception that most of the time employees feel over-worked and under paid. Of the over 11,791 employee sample, 68.8% also responded "yes". Because the city's "yes" percentage is considerably larger than the survey average, it is possible that we would find various manifestations of low morale and perhaps even incidents of "Equity Theory" activity or policy abuse revealed through tardiness, absenteeism and attrition. None the less, this perception may also be mitigated by quality performance management and recognition. It is also a

possibility that this perception could be indicative of a staffing shortage in some areas; particularly if vacancies have been left unfilled since the tough economic periods.
To the final and fourth question, 41 employees, or 100% answered "yes". While the expectation is that a clear majority of employees will believe the "grass is always greener on the other side"; Centerville employees, by a 37% margin, are less satisfied with where the city competes in the market place. 73.1% of the over 11,791 sample survey responders were of the same opinion. If more competitive pay were in fact a major motivating issue for all 100%, it would be expected that the city would have above average attrition rates, even the swinging-door effect.

Job Evaluation & Internal Equity

Using the instrument developed based upon the results of the work values survey, described above; each position was valued and assigned "job value points". It is the point system that will ultimately establish the job's price tag. ***This is the process followed***:

1. The consultant-revised job descriptions were subsequently reviewed and edited by city staff. A comprehensive review performed by the City Manager and Management Services Director

2. The consultant performed the initial point factor/value analysis of all city jobs using the approved job descriptions.

3. Next, reviewing the consultant's first round results, the management team performed a general sweep of the relationships acting as subject matter experts for the city and also involved department heads in the exercise. This review yielded the verification of job description content and minimum qualifications, some of which produced adjustments to the internal job valuations.

4. Based upon the results of these levels of review, the market analysis phase was entered to test the question "to what degree does the market agree with the assigned job values"; which is a statistical exercise. By using the Worth-of Work (WOW), No Pay Grade approach every job in the city can have a unique and separate pay range tied directly to the market. Contained in the final project workbook are multiple illustrations for the comparison outcomes for minimum pay practices, maximum pay practices, average current pay practices and other "pictures" of the compensation landscape.

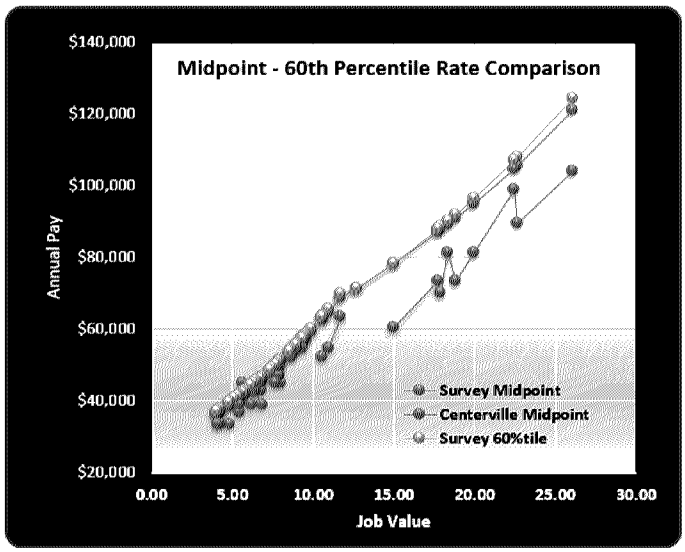
5. Additionally, based upon administration knowledge of organizational challenges, recruitment issues, market sensitive concerns, local economics and related compensation issues, administration will establish an implementation and maintenance strategy for the results of the study based upon establishing the pay plan control rates at 50% or 75% of the survey group statistical midpoints. Different versions of the analysis included a statewide sampling of cities, a comparison of cities on the Wasatch Front (Box Elder County to Utah County), and a modified Wasatch Front version removing large entities from the executive/department head job matches.

Salary Information & Market Comparability

The salary data utilized in this market analysis was obtained from the "Technology Net Compensation Survey System" and initially included 89 entities, including cities, counties and special service districts. After council review the sample group became redefined to include those entities in the sample with populations of 10,000 to 40,000.

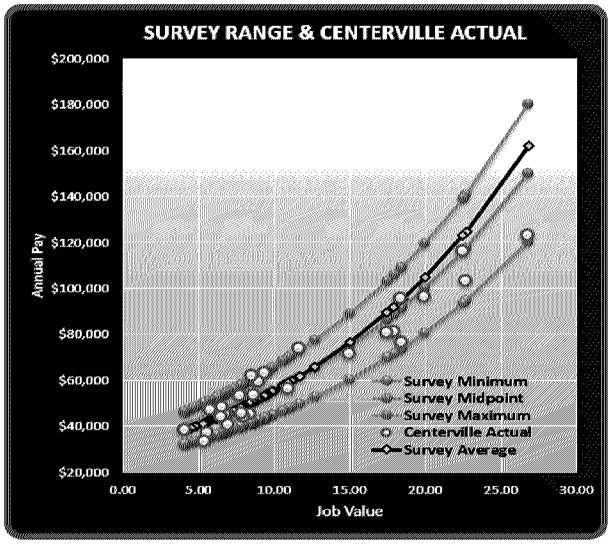
Pay Practice- Control Rate Comparison

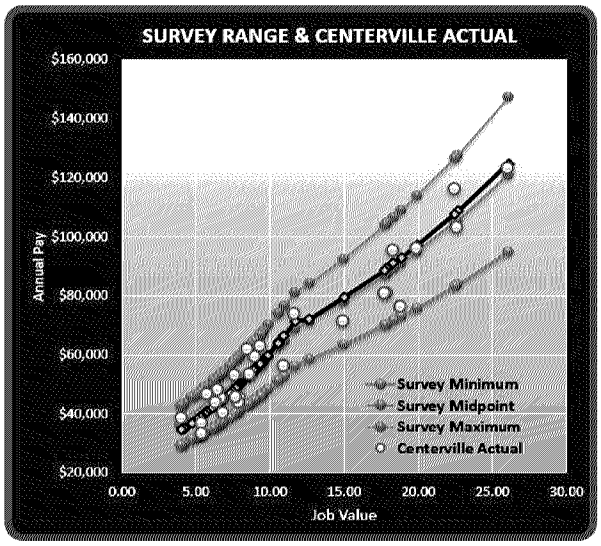
Upon comparing the reported average midpoint pay of the city with those of the survey group it is found that the city's midpoint pay-rates initially trailed the survey group/peers by an average of between -10.8 to -12.2% for rank and file jobs. At the direction of city council, the analysis shifted to the 60th percentile where managerial jobs, based upon a sample of entities with populations of 10,000 to 40,000, were found to be trailing the group by 18.2%. Additionally, city council established a target pay range for City Manager, fixing the job's control rate. Based upon this fixed range for City Manager, the statistical analysis was modified for the managerial jobs as illustrated below.



Pay Range Practices & Actual Pay

This graph illustrates the city's actual pay practices in relation to survey group's average official pay range. The expectation is that employers will manage pay progression through the formal pay range aggressively toward the midpoint of the pay plan. As employers maintain a market-based pay plan, those employees whose competencies merit advancement to the midpoint of the ranges will be competitively compensated. The illustration at the right, below, incorporates the impact of anchoring the trend in the pay line to the City Manager's proposed pay range.





Pay Range Management

The establishment of the pay range, the spread or distance between the minimum and the maximum is very arbitrary. Some organizations create standardized ranges which are the same from the lowest valued job to the highest. Another approach is to "staircase" the ranges so that as jobs increase in level of responsibility and difficulty and take on more of a "career" oriented status, the ranges increase. From the survey data, we discover that the average pay range of the survey group is just above 45%. Applying this trend to the design in the proposed pay plan resulted in the pay range strategy shown

below, a 44% range based upon 20% adjustments to establish the minimum and maximum for each pay range.

Centerville
Proposed Pay Plan

Hourly Pay Rates				Monthly Pay Rates				Annual Pay Rates					
										20%	0%	20%	
	Pay Range				Pay Range				Pay Range				
JOB VALUE	Minimum	60th %tile	Maximum	Job Value	Minimum	60th %tile	Maximum	JOB TITLE	Job Value	Minimum	60th %tile	Maximum	Range
26.08	$49.75	$59.70	$71.65	26.08	$8,624	$10,349	$12,419	CITY MANAGER	26.08	$103,488	$124,185	$149,022	44%
22.69	$43.25	$51.89	$62.27	22.69	$7,496	$8,995	$10,794	POLICE CHIEF	22.69	$89,951	$107,941	$129,529	44%
22.47	$42.85	$51.42	$61.70	22.47	$7,427	$8,912	$10,695	CITY ATTORNEY	22.47	$89,124	$106,948	$128,338	44%
19.96	$38.59	$46.31	$55.57	19.96	$6,689	$8,027	$9,632	PUBLIC WORKS DIRECTOR	19.96	$80,265	$96,318	$115,582	44%
18.86	$36.06	$44.23	$53.07	18.86	$6,389	$7,666	$9,200	MANAGEMENT SERVICES DIRECTOR	18.86	$76,663	$91,996	$110,395	44%
18.38	$36.13	$43.35	$52.02	18.38	$6,262	$7,514	$9,017	COMMUNITY DEVELOPMENT DIRECTOR	18.38	$75,141	$90,169	$108,202	44%
17.90	$35.42	$42.50	$51.00	17.90	$6,139	$7,367	$8,840	PARKS & RECREATION DIRECTOR	17.90	$73,668	$88,402	$106,082	44%
17.77	$35.22	$42.26	$50.72	17.77	$6,105	$7,326	$8,791	LIEUTENANT	17.77	$73,257	$87,908	$105,490	44%
15.01	$31.40	$37.68	$45.21	15.01	$5,442	$6,531	$7,837	DEPUTY PUBLIC WORKS DIRECTOR	15.01	$65,309	$78,371	$94,045	44%
12.69	$28.51	$34.21	$41.05	12.69	$4,941	$5,929	$7,115	WATER SUPERVISOR	12.69	$59,294	$71,153	$85,384	44%
11.69	$27.89	$33.46	$40.16	11.69	$4,834	$5,800	$6,961	SERGEANT	11.69	$58,005	$69,606	$83,527	44%
10.94	$26.21	$31.45	$37.75	10.94	$4,543	$5,452	$6,543	STREET SUPERVISOR	10.94	$54,521	$65,425	$78,510	44%
10.61	$25.52	$30.62	$36.74	10.61	$4,423	$5,307	$6,369	MASTER POLICE OFFICER	10.61	$53,073	$63,687	$76,424	44%
10.58	$25.45	$30.54	$36.64	10.58	$4,411	$5,293	$6,352	PARKS SUPERVISOR	10.58	$52,930	$63,516	$76,219	44%

With regard to pay range administration, an issue in most organizations relates to the number of city employees that are "topped out" on the pay ranges. While this represents a frustration for those individuals, especially for those that have been there for a seemingly long period; the fiscally responsible question needing to be asked is, "When does the city's pay plan reach the level of marginal utility?" That point in time when it makes no sense at all to pay any more money for the defined job functions. That point in time when it becomes difficult to identify that the return on the investment is consistent with public needs and expectations. There are two facets to the question. One addresses the worth of the work and the other the worth of the worker. If the city's pay plan is to be market competitive, the worth of the work objectives is being fairly addressed. If pay progression and advancement through the pay range is keeping pace with the speed of learning and the quality of contribution, then the worth of the worker is being recognized.

Job Families/Career Path

During the discussion addressing the design of job families some consideration was given to the creation of various career paths or career progression opportunities. Further attention to the use of job families would focus on what constitutes a logical and meaningful "path" along with having formal levels in a job valuation system, i.e., Police Officer I, II, Maintenance Operator I, II, III, Lead, etc. A true career path is most easily established when there are legitimate requirements for advancement above just "time in service". Legitimate requirements are easily identified where functions are regulated such as with law enforcement, utility operations levels of certifications, building inspector licenses, etc. In terms of administration, trying to defend the legitimacy of advancement criteria when attempting to build artificial career paths may result in frustrations for managers and at other times may be used as a ploy to pursue pay increases for favored employees. These artificial paths also tend to be a version of "seniority compensation". The most defensible and cleanest approach is to limit career path job families to well established and regulated jobs and then be consistent in how employees are advanced through the pay ranges of all other jobs as the employee demonstrates increasing levels of competence. This is further addressed under the "Pay Progression" heading.

Having said that, there is one benefit for establishing even the artificial career path or classification family. Using such an approach, even if only based upon "time in service", can help minimize the potential for new hire pay compression, if it is a legitimate and recognized issue.

Pay Progression

In terms of pay progression management, many organizations target a certain pay rate on their pay plan as a control rate and attempt to manage performance to allow employees to achieve between 90% to 105% of that value within some time frame (four to five years for example), called a Compa-ratio. Compa-ratio refers to the percentage which employee actual pay represents the target or control rate (often the midpoint of the pay range). Pay increases beyond the control rate/midpoint then become contingent upon exemplary performance, longevity and other specific criteria. The midpoint is generally considered market competitive. When considering implementation options, the city may want to consider

employee compa-ratios when making placement on a new pay plan. Employees, who have been performing within the same job classification for four to five years, or longer, should possess job competencies sufficient to justify pay which is 90%-105% of midpoint, assuming that performance is at least standard.

Pay Compression

There are two common pay compression concerns that impact organizations when, for whatever reason, the pay practices become "stalled" or when other pay anomalies wiggle themselves into the structure. ***Type 1*** is the compression that occurs when subordinate pay rates creep up near the pay of their immediate supervisor or manager. It is not necessarily a debilitating issue unless the organization is striving to develop in-house talent or engage in succession planning.

If we were to spot check supervisor/subordinate compression within the city pay structure the expectation is that most relationships would be close to a "rule of thumb", a 15% margin. However, if there are some where only a single digit percentage separates the supervisor and subordinate, this would be worthy of some examination. These are potential red flags. The "compression test" exercise is recommended to be an ongoing monitoring effort in HR. A rule of thumb I have used over the years is 15%. If the managers pay is not at least 15% greater than the next highest paid subordinate, there is not going to be much motivation for the subordinate to groom themselves for all the extra grief. To further expand on the compression issue, a look at what I will consider **"Type 2"** compression, the following has been written by ***Beverly N. Dance***, found as an HR web article.

Pay Compression: What Is It?

Compression is when you have small differences in pay regardless of experience, skills, level, or seniority. You see this when the starting salaries for your new employees in a particular job title are too close to the wages of your existing workers. In awful circumstances, the starting salaries might even exceed what your current employees are earning.

Pay Compression: What Causes It?

There are two main causes of compression. The first is when supply and demand is out of sync, when the need for a particular skill set exceeds the availability. Nurses, software engineers and public employer building inspectors come to mind as recent examples. The second cause can be when your internal compensation structure becomes stale and out of alignment with the external market data.

Pay Compression: Consequences of Not Dealing with It

The obvious problem with compression is the negative impact it has on the morale of your work force. Who wants to welcome a new hire to the team when you learn that that person is already earning more than you? Who wants to fully share company knowledge and have that co-worker successful if resentment over pay is an issue?

Too many companies in this economy are relying on the current high unemployment rates as their de facto retention strategy. Once the economy picks up, if you have not addressed compression issues, it will be your best performers, not your mediocre or troublesome ones, who race to join your competitors.

Even prior to starting their search for an employer who will pay the current market rate for their skill sets, employees who are on the negative side of the compression issue may utilize a passive flight by giving you the bare minimum of effort to get by with absolutely minimal engagement.

Pay Compression: How Do You Deal With It?

Telling employees not to talk about their pay is not a policy option. By doing so you would put your organization in violation of the National Labor Nations Act (NLRA). The National Labor Relations Board enforces the NLRA even when there is no union presence.

So, the answer is to open the corporate pocket book and pay your current employees more money. "But we can't afford that!" is your response? What would you have to pay for their replacements if they walk? How would you come up with that money?

If you are in the situation of compression because the funds have just not been available, honest talk

about what individuals are paid and a plan on how to make adjustments over time can help. Create a schedule and then keep your word and implement it.

Another option is to ask what can help with an individual's loyalty other than pay? Sometimes this could be a mentoring or developmental opportunity or a more flexible work schedule to coach a little league team each Tuesday and Thursday at 4:00 p.m. Explore your options with extreme creativity.

One more approach is to re-think your job design. Do you have 10 employees spending half their time on that critical hard to find skill? Could you change the essential responsibilities and instead get by with five or six employees using that skill all of the time?

Pay Compression: How Do You Avoid It?

Forecast ahead and anticipate what your future hiring needs will be. Keep a regular eye on market changes by reviewing market surveys for your key positions and steadily adjust your pay ranges as needed. Usually annual is often enough, but your recruiters can give you early feedback on positions that are moving more quickly in the marketplace. Using job design as a tool may help reduce the number of positions that are influenced by compression, which won't avoid it, but can limit its impact.

(Beverly N. Dance, MBA, SPHR-CA, CCP, CEBS)

While exploring the Beverly Dance perspective on compression, consider these three observations:

Observation #1: If all aspects of the employment relationship and compensation are to be acknowledged, the city utilizes a common practice to recognize the worth of the worker, their loyalty, which is the annual vacation accrual and various non-worked-paid-time-off programs. The bottom-line is that there is expected to be some natural compression mitigation resulting from a city's leave accrual policy and practice. The acquisition of seniority results in an increase in the rate of vacation and sick leave accrual. Every 12 days of accrued annual leave, non-worked paid time, equates to a 4.6% pay increase. If employees on average use six paid sick leave days per year, this use translates into an additional increase of 2.3%. This non-worked paid time drives up the hourly cost of the senior employees and creates some "reality separation" in the value of their pay. The new hires do not enjoy the same level of benefits.

Observation #2: How long does it take for compression to evaporate? The compression perception occurs when the newly hired junior workers performing the same job as senior workers are being compensated near, the same, and perhaps better, than the senior workers. At that point not only is there a significant difference in their time on the job but also a significant difference in their position on the "learning curve" and their ability to make a more meaningful contribution through job performance. Eventually, the learning curve flattens out. The senior worker's knowledge, skills and abilities level off. Also, eventually the junior worker completes the same learning curve and now the job knowledge gap is closed. Both the senior worker and junior worker will eventually be performing the job equally well. Now, theoretically, based upon the worth of the work, both can be paid the same. The claim on base pay compression has evaporated if their pay has been equalized based upon their competencies. For a period of time the senior employee will enjoy the better total compensation, referring to observation #1, but eventually the junior employee will end up in the same leave accrual bracket and then all things are equal in the workplace, and that is okay.

Observation #3: Quality performance management promotes compression.

Implementation

As the city considers a strategy for implementation it will come down to three primary factors; **1- willingness to pay, 2- the ability to pay, and 3- the need to pay**. These three issues will be defined in relation to the market information of this study. There are four basic postures to consider when establishing the organizations pay objectives: 1- trendsetter, 2- competitive, 3-parity, and 4- comparable. To be competitive suggests a pay objective above average or parity. Comparability can still be argued when paying below parity if other aspects of the employment and compensation program (city paid benefits) strengthen the employee and management perception of "fairness".

As a cost for implementation is calculated, the least cost implementation strategy is accomplished by placing each employee at a rate on the recommended pay range that is at least equal to his or her current rate of pay. Only employees whose current rate falls below the recommended starting rate are identified for increases. At this point it becomes a management option to factor back into the implementation strategy a method for recognizing performance, time in service, job knowledge and other pertinent aspects of the employee's work history. If the city desires to initiate a program that targets a specific compa-ratio, this would be a good time to begin. You may want to consider additional adjustments for employees who are considered full performance or fully competent workers but fall below the midpoint of the pay range.

Within the job study workbook, in the "Least Cost" implementation table, methodology has been included to use formulas and award additional compensation based upon time in position as well as recognize "added-value" prior experience. This additional pay consideration does also "reset" the organization, mitigating most compression perceptions.

Summary Conclusions

- Centerville City current pay ranges need adjusting to be more competitive, from top (trailing as much as 8% to 29%) to bottom of the pay structure (trailing by .2% to 18%). This is also a shift in pay plan design impacting all city jobs constituting a paradigm shift.

- This new structure will impact recruitment strategies, control rates in pay ranges and long-range career planning for tenured employees.

- By restructuring individualized pay ranges, Centerville can restore workforce perceptions of fairness.

- An internal equity methodology based upon the Equal Pay provisions of the Fair Labor Standards Act, and the "site validating" values survey has been created. Management Services/Human Resources will be exploring further the "best practice" options for its use.

- An innovative approach to pay administration which utilizes internal equity relationships, also based upon the values instrument, has been delivered as part of the implementation strategy and the ongoing methodology for pay equity administration.

- Consider the recommended rule of thumb for pay separation between managers and supervisors and supervisors and next highest paid subordinate to be 15%. Here too, case-by-case examination is required as an ongoing practice.

- **Initial "Least Cost" Implementation Costs will vary, depending upon the market version ultimately adopted by city council.**

Basis of Sound Pay Programs

In connection with the results of this study and as the city evaluates the impact of change upon the existing or proposed budgets; your effort to maintain an effective compensation program will be influenced by your philosophy related to some or all the following (converted to policy):

1. Size and type of business: *The ability to pay* certain rates, based upon revenues and financial resources.

2. Organizational Philosophy: *The willingness to pay* certain rates and *attitudes* about ranking among other employers within a selected labor market or among survey participants.

3. Nature and Diversity of Work: *The degree of specialization*, work variety, and technology (an element of the job classification methodology).

4. Regional Economics: The *prevailing rates* of pay and the rates of inflation.

5. Availability of Labor Supply: The *competition* for certain types of jobs resulting from an abundance or shortage of certain skills and abilities within the labor market.

6. Value of Work Contribution: The *worth of a job* to the organization (the overall value determined through classification methodology).

7. Organization of Labor: The *forced inflation* of certain pay rates. The degree of recognition provided to unions or associations.

8. Pay Supplements: The *total compensation comparability* afforded through various incentives and discretionary benefits.

9. Reputation of the Organization: The *competitiveness* of pay and *social recognition* as high- or low-paying.

10. Pay Progression Policy:
    - The learning curve impact associated with certain types of jobs.
    - Pay range uniformity vs. diversity (pay schedule design).
    - Length of Service.
    - Performance based increases.
    - Pay for knowledge or level of competency.
    - The use of "control rates" within the pay ranges.

11. Bonus and Incentive Plans:
    - The use of "non-scheduled" recognition.
    - The use of non-monetary rewards.

12. Contributory Value:
    - The perceived value of the individual to the organization. This perceived value is based upon several observable and measurable criteria normally associated with a formal performance management program consisting of individual performance plans, performance monitoring and performance evaluations. This formal approach justifies and documents the decisions which are made about pay progression and job promotions.