

REQUEST FOR COUNCIL ACTION

SUBJECT: Amending the salary schedule for City employees for fiscal year 2015-2016.

SUMMARY: Staff has proposed to update the Salary Schedule to reflect some recent changes.

FISCAL IMPACT: None of the proposed changes will have any fiscal impact that has not previously been approved by the Mayor and Council for fiscal year 2015-2016.

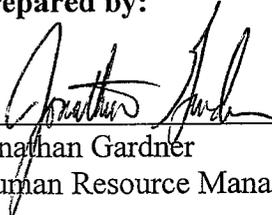
STAFF RECOMMENDATION:

Staff recommends approval of the proposed Resolution amending the Salary Schedule for City employees for fiscal year 2015-2016.

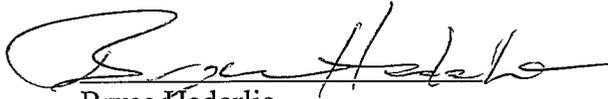
MOTION RECOMMENDED:

"I move to adopt Resolution 15-146 , amending the Salary Schedule for fiscal year 2015-2016."

Prepared by:


Jonathan Gardner
Human Resource Manager

Recommended by:


Bryce Haderlie
Interim City Manager

Reviewed by:


Eric Okerlund
Budget Officer

DISCUSSION:

The changes on the salary schedule mostly a reflection of past decisions of the Council and have been broken down to five different sections.

On 6/10/15 the Mayor and Council approved changes to some positions in order to keep them in line with the Competitive Plus Advantage Strategy that the City is following. Each year Human Resources will continue to review jobs and make recommendations in order to ensure that we remain competitive with the market.

Also on 6/10/15 the Mayor and Council approved changes to consolidate some positions that no longer qualify under the City Career Ladder Program. Some new positions were also added under the Career Ladder Program.

Various job reclassifications have been discussed with and approved by the Mayor and Council throughout the year as the needs of departments grow and change.

The miscellaneous changes are other "housekeeping" type issues reflecting minor changes that become necessary throughout the year.

THE CITY OF WEST JORDAN, UTAH
A Municipal Corporation
RESOLUTION NO. 15-146

A RESOLUTION OF THE CITY OF WEST JORDAN
AMENDING THE SALARY SCHEDULE FOR CITY EMPLOYEES

WHEREAS, the City of West Jordan Municipal Code 1-9-5A outlines the personnel procedures and employee compensation system; and

WHEREAS, the City Council establishes annually the approved full and part time positions in all City Departments, and designates their respective pay ranges; and

WHEREAS, there has been the need to amend the previously approved salary schedule;

NOW, THEREFORE, IT IS RESOLVED BY THE CITY COUNCIL OF WEST JORDAN, UTAH:

Section 1. The City Council of the City of West Jordan hereby approves the amended salary schedule and compensation plan for all officers and employees in all classifications of employment provided in this resolution.

Section 2. That said updated classification and salary schedule are hereby incorporated and attached to this resolution;

Section 3. That said updated salary schedule and compensation plan shall be effective 09/09/15.

Department or Division	Approved Positions	January 28, 2015		September 9, 2015		Pay Range	Min	Max
		F/T	PT	F/T	PT			
Elected Officials	Mayor ¹	1	0	1	0			\$89,500/yr.
	City Council	0	6	0	6			\$9,776/yr.
	TOTAL	1	6	1	6			
City Manager	City Manager	1	0	1	0	contract		
	Assistant City Manager	1	0	1	0	90	\$48.29	\$68.71
	Econ./Dev. Assistance Mgr ²	1	0	0	0	75	\$33.34	\$47.43
	Assistant to the City Mgr. ³	2	0	1	0	61	\$23.59	\$33.58
	Development Coordinator ⁴	2	0	0	0	53	\$19.37	\$27.55
	Sr Executive Assistant ⁴⁷	0	0	1	0	55	\$20.35	\$28.95
	Executive Assistant ⁴⁷	0	0	1	0	53	\$19.37	\$27.55
	Temporary Admin. Analyst	0	1	0	1		\$9.00	\$10.00
TOTAL	7	1	5	1				
City Clerk	City Clerk/Recorder	1	0	1	0	75	\$33.34	\$47.43
	Sr Executive Assistant ⁴⁷	1	0	0	0	55	\$20.35	\$28.95
	Executive Assistant ⁴⁷	1	0	0	0	53	\$19.37	\$27.55
	Deputy City Clerk/Recorder	2	0	2	0	53	\$19.37	\$27.55
	TOTAL	5	0	3	0			
Economic Development	Economic Development Director ⁵	1	0	0	0	84	\$41.62	\$59.23
	TOTAL	1	0	0	0			

City Attorney

City Attorney	1	0	1	0	88	\$45.96	\$65.40
Civil Litigator	1	0	1	0	81	\$38.66	\$55.01
Deputy City Attorney	3	0	3	0	80	\$37.71	\$53.67
Domestic Violence Unit Chief	1	0	1	0	75	\$33.34	\$47.43
Real Estate Services Manager	1	0	1	0	70	\$29.47	\$41.93
Ord. Enfor. Sprvsr./C.A. Invest.	1	0	1	0	68	\$28.05	\$39.91
Risk Manager	1	0	1	0	66	\$26.69	\$37.99
Assistant City Prosecutor	1	0	1	0	65	\$26.04	\$37.06
Legal Executive Assistant	1	0	1	0	55	\$20.35	\$28.95
Legal Technician	1	0	1	0	53	\$19.37	\$27.55
Legal Assistant	1	0	1	0	47	\$16.69	\$23.75
Code Enforcement Officer	2	0	2	0	45	\$15.89	\$22.62
Victim Advocate	2	1	2	1	41	\$14.40	\$20.49
DV Victim Coordinator (GRANT)	0	1	0	1	40	\$14.05	\$19.99
Administrative Assistant ⁶	0	0	1	2	41	\$14.40	\$20.49
Administrative Assistant I ⁶	1	2	0	0	37	\$13.05	\$18.57
Intern ⁷	0	0	0	1			\$10.50
TOTAL	18	4	18	5			

City Court

Judge ⁸	1	0	1	0			STATE - \$66.13 - eff.07/01/15
Court Clerk Supervisor	1	0	1	0	54	\$19.84	\$28.24
Court Clerk III	4	0	4	0	47	\$16.69	\$23.75
Court Clerk II	1	0	1	0	43	\$15.13	\$21.54
Court Clerk I	3	0	3	0	39	\$13.71	\$19.51
TOTAL	10	0	10	0			

Administrative Services Department

Finance

Finance Manager/Controller ⁹	0	0	1	0	79	\$36.80	\$52.37
Finance Manager/Controller ⁹	1	0	0	0	77	\$35.03	\$49.84
City Treasurer	1	0	1	0	74	\$32.53	\$46.27
Budget Officer	1	0	1	0	74	\$32.53	\$46.27
Accountant ⁵³	2	0	0	0	74	\$32.53	\$46.27
Senior Accountant ⁵³	0	0	2	0	74	\$32.53	\$46.27
Purchasing Agent ¹⁰	0	0	1	0	62	\$24.19	\$34.42
Purchasing Agent ¹⁰	1	0	0	0	61	\$23.59	\$33.58
Financial Analyst ⁵⁴	1	0	0	0	58	\$21.91	\$31.18
Accountant ⁵⁴	0	0	1	0	58	\$21.91	\$31.18
Rental Dwelling License Coord.	1	0	1	0	53	\$19.37	\$27.55
Business License Coordinator	1	0	1	0	53	\$19.37	\$27.55
Accounting Technician	1	0	1	0	53	\$19.37	\$27.55
Utility Representative ¹¹	0	0	3	0	51	\$18.44	\$26.23
Utilities Rep II ¹¹	1	0	0	0	51	\$18.44	\$26.23
Utilities Rep I ¹¹	2	0	0	0	47	\$16.69	\$23.75
Customer Service Rep. ¹²	0	0	4	0	47	\$16.69	\$23.75
Customer Service Rep II ¹²	4	0	0	0	47	\$16.69	\$23.75
Lead Utility Service Tech	1	0	1	0	46	\$16.30	\$23.19
Utility Service Technician ¹³	0	0	1	0	41	\$14.40	\$20.49
Utility Service Technician ¹³	1	0	0	0	40	\$14.05	\$19.99
Seasonal Utility Laborer	0	2	0	2			\$10.50
TOTAL	19	2	19	2			

Information Technology	I.T. Manager	1	0	1	0	79	\$36.80	\$52.37
	Sr. I.T. Systems Administrator	1	0	1	0	70	\$29.47	\$41.93
	I.T. Operations Manager	1	0	1	0	70	\$29.47	\$41.93
	Senior PC Specialist	2	0	2	0	59	\$22.46	\$31.95
	PC Specialist ⁵²	0	0	1	0	53	\$19.37	\$27.55
	PC Specialist ⁵²	1	0	0	0	53	\$19.37	\$27.55
	Help Desk Technician	1	0	1	0	51	\$18.44	\$26.23
	TOTAL	7	0	7	0			

Human Resources	Human Resource Manager	1	0	1	0	74	\$32.53	\$46.27
	Sr. Human Resource Generalist	1	0	1	0	67	\$27.37	\$38.94
	Human Resource Specialist ¹⁴	1	0	2	0	58	\$21.91	\$31.18
	Human Resource Technician ¹⁴	1	0	0	0	53	\$19.37	\$27.55
	Administrative Assistant ^{6, 15}	0	0	1	0	41	\$14.40	\$20.49
	Administrative Assistant I ^{6, 15}	0	1	0	0	37	\$13.05	\$18.57
TOTAL	4	1	5	0				

Community Affairs	Events Coordinator	1	0	1	0	61	\$23.59	\$33.58
	Communications Manager ¹⁶	0	0	1	0	62	\$24.19	\$34.42
	Communications Manager ¹⁶	1	0	0	0	61	\$23.59	\$33.58
	Volunteer Services Coordinator	0	1	0	1	49	\$17.55	\$24.96
	TOTAL	2	1	2	1			

Internal Services Facilities	CIP/Facilities Project Manager	1	0	1	0	72	\$30.96	\$44.05
	Facilities Maint. Supervisor	1	0	1	0	59	\$22.46	\$31.95
	Sr Fac Maint Technician	1	0	1	0	53	\$19.37	\$27.55
	Facilities Maint. Technician III	1	0	1	0	49	\$17.55	\$24.96
	Facilities Maint. Technician II	1	0	1	0	45	\$15.89	\$22.62
	Facilities Maint. Technician I	1	0	1	0	41	\$14.40	\$20.49
	TOTAL	6	0	6	0			

Fleet Maintenance	Fleet Manager	1	0	1	0	64	\$25.42	\$36.15
	Lead Fleet Mechanic	1	0	1	0	57	\$21.38	\$30.42
	Fleet Mechanic	4	0	4	0	55	\$20.35	\$28.95
	Fleet Service Technician	1	0	1	0	41	\$14.40	\$20.49
	Administrative Assistant ⁶	0	0	1	0	41	\$14.40	\$20.49
	Administrative Assistant II ⁶	1	0	0	0	41	\$14.40	\$20.49
	TOTAL	8	0	8	0			

Police

Police Chief	1	0	1	0	GRP87	\$45.33	\$63.79
Deputy Police Chief	2	0	2	0	GRP81	\$39.09	\$55.01
Police Lieutenant	6	0	6	0	GRP74	\$32.88	\$46.27
Police Sergeant III (Master) ¹⁷	6	0		0	GRP68	\$28.36	\$39.91
Police Sergeant II ¹⁷	0	0	14	0	GRP68	\$28.36	\$39.91
Police Sergeant (Basic) ¹⁸	8	0		0	GRP65	\$26.34	\$37.06
Police Sergeant I ¹⁸	0	0		0	GRP65	\$26.34	\$37.06
Police Officer III	19	0		0	GRP59	\$22.70	\$31.94
Police Officer II	27	0	88	0	GRP55	\$20.57	\$28.95
Police Officer I	42	0		0	GRP53	\$19.57	\$27.54
Background Investigator	Position Filled As Needed		Position Filled As Needed		53	\$19.37	\$27.55
Executive Assistant	1	0	1	0	53	\$19.37	\$27.55
Police Records Supervisor	1	0	1	0	54	\$19.84	\$28.24
Police Records Technician III	2	0	2	0	47	\$16.69	\$23.75
Police Records Technician ¹⁹	0	0	8	5	43	\$15.13	\$21.54
Police Records Technician II ¹⁹	2	1	0	0	43	\$15.13	\$21.54
Police Records Technician I ¹⁹	6	4	0	0	39	\$13.71	\$19.51
Community Service Officer	6	0	6	0	45	\$15.89	\$22.62
Crime Prevention Specialist	2	0	2	0	51	\$18.44	\$26.23
Evidence Custodian	1	1	1	1	51	\$18.44	\$26.23
Crime Scene Technican II	1	0	2	0	51	\$18.44	\$26.23
Crime Scene Technican I	1	0		0	47	\$16.69	\$23.75
Police Technology Specialist	1	0	1	0	52	\$18.89	\$26.89
Crime Analyst	1	0	1	0	52	\$18.89	\$26.89
Crossing Guard Supervisor	1	0	1	0	51	\$18.44	\$26.23
Crossing Guard	0	87	0	87		\$5.93	\$8.10
Animal Services Manager	1	0	1	0	61	\$23.59	\$33.58
Animal Control Officer ²⁰	0	0	6	0	45	\$15.89	\$22.62
Animal Control Officer II ²⁰	4	0	0	0	45	\$15.89	\$22.62
Animal Control Rec Tech ²¹	0	0	2	1	43	\$15.13	\$21.54
Animal Control Rec Tech II ²¹	1	0	0	0	43	\$15.13	\$21.54
Animal Control Officer I ²⁰	2	0	0	0	41	\$14.40	\$20.49
Animal Control Rec Tech I ²¹	1	1	0	0	39	\$13.71	\$19.51
TOTAL	146	94	146	94			

Fire

Fire Chief	1	0	1	0	GRP87	\$45.33	\$63.79
Deputy Fire Chief	2	0	2	0	GRP81	\$39.09	\$55.01
Battalion Chief	3	0	3	0	GRP74	\$32.88	\$46.27
Fire Captain II ²²	0	0	15	0	GRP68	\$28.36	\$39.91
Fire Captain I	15	0		0	GRP65	\$26.34	\$37.06
Paramedic II ²³	0	0	38	0	GRP63	\$25.07	\$35.27
Paramedic I ²⁶	37	0		0	GRP61	\$23.86	\$33.57
Fire Engineer II ²⁴	0	0	12	0	GRP59	\$22.70	\$31.94
Fire Engineer I	12	0		0	GRP57	\$21.62	\$30.42
Firefighter II ²⁵	0	0	11	0	GRP55	\$20.57	\$28.95
Firefighter I ²⁶	12	0		0	GRP53	\$19.57	\$27.54
Executive Assistant	1	0	1	0	53	\$19.37	\$27.55
Fire Records Operations Mgr. ²⁷	0	0	1	0	53	\$19.37	\$27.55
Administrative Assistant II ²⁷	1	0	0	0	41	\$14.40	\$20.49
Administrative Assistant ⁶	0	0	1	0	41	\$14.40	\$20.49
Administrative Assistant I ⁶	1	0	0	0	37	\$13.05	\$18.57
TOTAL	85	0	85	0			

Firefighter I					GRF53	\$14.81	\$20.85
Firefighter II					GRF55	\$15.57	\$21.91
Fire Engineer I					GRF57	\$16.36	\$23.03
Fire Engineer II					GRF59	\$17.18	\$24.14
Paramedic I					GRF61	\$18.06	\$25.41
Paramedic II					GRF63	\$18.97	\$26.70
Fire Captain I					GRF65	\$19.94	\$28.05
Fire Captain II					GRF68	\$21.47	\$30.20
Battalion Chief					GRF74	\$23.55	\$33.14

Development

Development Director	1	0	1	0	87	\$44.84	\$63.80
City Planner	1	0	1	0	75	\$33.34	\$47.43
Econ./Dev. Assistance Mgr. ²	0	0	1	0	75	\$33.34	\$47.43
Econ./Dev. Assistance Sup. ³	0	0	1	0	65	\$26.04	\$37.06
Development Coordinator ⁴	0	0	2	0	53	\$19.37	\$27.55
CDBG/Grants Acquisition Coord.	1	0	1	0	72	\$30.96	\$44.05
Senior Planner	2	0	2	0	67	\$27.37	\$38.94
Associate Planner	1	0	1	0	61	\$23.59	\$33.58
Executive Assistant	1	0	1	0	53	\$19.37	\$27.55
Development Technician	1	0	1	0	41	\$14.40	\$20.49
TOTAL	8	0	12	0			

Building & Safety

Building Official	1	0	1	0	72	\$30.96	\$44.05
Comb. Inspection Supervisor	1	0	1	0	67	\$27.37	\$38.94
Senior Plans Examiner	1	0	1	0	67	\$27.37	\$38.94
Plans Examiner	1	0	1	0	62	\$24.19	\$34.42
Combination Inspector III ⁵¹	1	0	3	0	61	\$23.59	\$33.58
Combination Inspector II	1	0		0	57	\$21.38	\$30.42
Permit Technician	1	0	1	0	44	\$15.51	\$22.06
Administrative Assistant ^{6, 28}	0	0	1	0	41	\$14.40	\$20.49
Administrative Assistant II ^{6, 28}	0	2	0	0	41	\$14.40	\$20.49
TOTAL	7	2	9	0			

Public Works Department

Administration

Public Works Director	1	0	1	0	87	\$44.84	\$63.80
Deputy Public Works Director	1	0	1	0	81	\$38.66	\$55.01
Executive Assistant	1	0	1	0	53	\$19.37	\$27.55
Purchasing Technician	1	0	1	0	47	\$16.69	\$23.75
TOTAL	4	0	4	0			

G.I.S. Technical Support	GIS Administrator	1	0	1	0	66	\$26.69	\$37.99
	GIS Specialist II	2	0	2	0	56	\$20.86	\$29.68
	Engineering Assistant	1	0	1	0	56	\$20.86	\$29.68
	Intern ⁷	0	0	0	2			\$10.50
	TOTAL	4	0	4	2			

Development Review	City Engineer ²⁹	0	0	1	0	79	\$36.80	\$52.37
	City Engineer ²⁹	1	0	0	0	77	\$35.03	\$49.84
	Traffic Engineer	1	0	1	0	71	\$30.21	\$42.98
	Engineering Inspector Supvr	1	0	1	0	67	\$27.37	\$38.94
	Assistant Engineer ^{30, 34}	0	0	1	0	61	\$23.59	\$33.58
	Civil Engineer I (EIT) ^{30, 34}	1	0	0	0	57	\$21.38	\$30.42
	Engineering Inspector III	1	0		0	61	\$23.59	\$33.58
	Engineering Inspector II	1	0	3	0	57	\$21.38	\$30.42
	Engineering Inspector I	1	0		0	53	\$19.37	\$27.55
	Administrative Assistant ^{6, 31}	0	0	1	0	41	\$14.40	\$20.49
	Administrative Assistant II ^{6, 31}	0	1	0	0	41	\$14.40	\$20.49
TOTAL	7	1	8	0				

Capital Projects	Engineer Mgr/ Capital Proj.	1	0	1	0	77	\$35.03	\$49.84
	Engineer Mgr/ Utilities	1	0	1	0	77	\$35.03	\$49.84
	Senior Engineer ^{32, 34}	0	0		0	68	\$28.05	\$39.91
	Civil Engineer III ^{32, 34}	2	0	3	0	65	\$26.04	\$37.06
	Associate Engineer ^{33, 34}	0	0		0	64	\$25.42	\$36.15
	Civil Engineer II ^{33, 34}	1	0		0	61	\$23.59	\$33.58
	Contract Administrator	1	0	1	0	58	\$21.91	\$31.18
	Engineering Inspector I	1	0	1	0	53	\$19.37	\$27.55
TOTAL	7	0	7	0				

Public Works: Public Services and Utilities Administration	Utilities Manager	1	0	1	0	77	\$35.03	\$49.84
	Public Services Manager	1	0	1	0	72	\$30.96	\$44.05
	Utilities Superintendent	1	0	1	0	70	\$29.47	\$41.93
	Administrative Assistant III	1	0	1	0	47	\$16.69	\$23.75
	TOTAL	4	0	4	0			

Water	Water Operations Crew Supv	1	0	1	0	63	\$24.79	\$35.27
	Water System Operator IV	7	0		0	57	\$21.38	\$30.42
	Water System Operator III	2	0	14	0	53	\$19.37	\$27.55
	Water System Operator II	3	0		0	47	\$16.69	\$23.75
	Water System Operator I	2	0		0	45	\$15.89	\$22.62
	Commercial Water Meter Tech	1	0	1	0	52	\$18.89	\$26.89
	Water Const. Crew Supvr	1	0	1	0	61	\$23.59	\$33.58
	Water Const. Tech III	1	0		0	52	\$18.89	\$26.89
	Water Const. Tech II	1	0	3	0	46	\$16.30	\$23.19
	Water Const. Tech I	1	0		0	42	\$14.76	\$21.01
TOTAL	20	0	20	0				

Wastewater	Wastewater Ops Crew Supv	1	0	1	0	63	\$24.79	\$35.27
	Wastewater System Opr IV	2	0		0	57	\$21.38	\$30.42
	Wastewater System Opr III	2	0	6	0	53	\$19.37	\$27.55
	Wastewater System Opr II	1	0		0	47	\$16.69	\$23.75
	Wastewater System Opr I	1	0		0	45	\$15.89	\$22.62
	Wastewater Const. Crew Supv	1	0	1	0	61	\$23.59	\$33.58
	Wastewater Const. Tech III	3	0		0	52	\$18.89	\$26.89
	Wastewater Const. Tech II	0	0	4	0	46	\$16.30	\$23.19
	Wastewater Const. Tech I	1	0		0	42	\$14.76	\$21.01
	Seasonal Laborer	0	1	0	1			\$10.50
TOTAL	12	1	12	1				

Stormwater	Stormwater Crew Supervisor	1	0	1	0	58	\$21.91	\$31.18
	Stormwater Inspector	1	0	1	0	57	\$21.38	\$30.42
	Stormwater Operator III ³⁵	0	0		0	53	\$19.37	\$27.55
	Stormwater Operator II ³⁵	0	0	4	0	47	\$16.69	\$23.75
	Stormwater Operator I ³⁶	0	0		0	45	\$15.89	\$22.62
	Stormwater Operator ³⁶	4	0	0	0	45	\$15.89	\$22.62
	TOTAL	6	0	6	0			

Streets	Street Superintendent ³⁷	1	0	2	0	68	\$28.05	\$39.91
	Street Maintenance Crew Supv ³⁷	3	0	2	0	58	\$21.91	\$31.18
	Electrician ⁴⁸	1	0	0	0	57	\$21.38	\$30.42
	Apprentice Electrician ⁴⁹	1	0	0	0	50	\$17.98	\$25.59
	Heavy Equipment Operator ⁵⁵	2	0	3	0	53	\$19.37	\$27.55
	Equipment Operator	1	0	1	0	49	\$17.55	\$24.96
	Sweeper Operator	3	0	3	0	49	\$17.55	\$24.96
	Traffic Sign Technician	1	0	1	0	49	\$17.55	\$24.96
	Street Maintenance Worker III ⁵⁸	6	0		0	49	\$17.55	\$24.96
	Street Maintenance Worker II ⁵⁷	1	0	15	0	45	\$15.89	\$22.62
	Street Maintenance Worker I ^{50, 56}	5	0		0	41	\$14.40	\$20.49
	Seasonal Laborer	0	2	0	2			\$10.50
TOTAL	25	2	27	2				

Electrical	Master Electrician ⁴⁸	0	0	1	0	63	\$24.79	\$35.27
	Journeyman Electrician ⁴⁹	0	0	1	0	55	\$20.35	\$28.95
	Apprentice Electrician ⁵⁰	0	0	1	0	45	\$15.89	\$22.62
	TOTAL	0	0	3	0			

Solid Waste	Street Maintenance Worker I ^{38, 39}	1	1	0	0	41	\$14.40	\$20.49
	Solid Waste Maint. Worker ^{38, 39}	0	0	2	0	41	\$14.40	\$20.49
	TOTAL	1	1	2	0			

Parks	Director of Parks	1	0	1	0	77	\$35.03	\$49.84
	Deputy Parks Director	1	0	1	0	68	\$28.05	\$39.91
	Urban Forester ⁴⁰	0	0	1	0	60	\$23.02	\$32.75
	Urban Forester ⁴⁰	1	0	0	0	58	\$21.91	\$31.18
	Cemetery Sexton ⁴¹	0	0	1	0	58	\$21.91	\$31.18
	Cemetery Sexton ⁴¹	1	0	0	0	53	\$19.37	\$27.55
	Park Maintenance Crew Supv ⁴²	0	0	4	0	57	\$21.38	\$30.42
	Park Maintenance Crew Supv ⁴²	4	0	0	0	53	\$19.37	\$27.55
	Parks Irrigation Specialist ⁴³	0	0	2	0	49	\$17.55	\$24.96
	Parks Irrigation Specialist ⁴³	2	0	0	0	45	\$15.89	\$22.62
	Park Maintenance Worker III ⁴⁴	0	0		0	49	\$17.55	\$24.96
	Park Maintenance Worker II ⁴⁵	0	0		0	44	\$15.51	\$22.06
	Park Maintenance Worker II ⁴⁵	1	0	6	0	41	\$14.40	\$20.49
	Park Maintenance Worker I ⁴⁶	0	0		0	39	\$13.71	\$19.51
	Park Maintenance Worker I ⁴⁶	5	0		0	37	\$13.05	\$18.57
	Lead Seasonal Laborer	0	5	0	5			\$12.50
	Seasonal Laborer	0	29	0	29			\$10.50
TOTAL	16	34	16	34				

TOTAL AUTHORIZED POSITIONS:

TOTAL CITY EMPLOYEES			
1/28/2015		9/9/2015	
FT	PT	FT	PT
440	150	449	148

1. Competitive Plus Advantage Changes

- ⁹ Finance Manager, range 77 was moved to range 79 to maintain competitive plus advantage, approved by Council on 6/10/15
- ¹⁰ Purchasing Agent, range 61 was moved to range 62 to maintain competitive plus advantage, approved by Council on 6/10/15
- ¹³ Utility Service Technician, range 40 was moved to range 41 to maintain competitive plus advantage, approved by Council on 6/10/15
- ¹⁶ Communications Manager, range 61 was moved to range 62 to maintain competitive plus advantage, approved by Council on 6/10/15
- ²⁹ City Engineer, range 77 was moved to range 79 to maintain competitive plus advantage, approved by Council on 6/10/15
- ³⁰ Assistant Engineer, range 57 was moved to range 61 to maintain competitive plus advantage, approved by Council on 6/10/15
- ³² Senior Engineer, range 65 was moved to range 68 to maintain competitive plus advantage, approved by Council on 6/10/15
- ³³ Associate Engineer, range 61 was moved to range 64 to maintain competitive plus advantage, approved by Council on 6/10/15
- ⁴⁰ Urban Forester, range 58 was moved to range 60 to maintain competitive plus advantage, approved by Council on 6/10/15
- ⁴¹ Cemetery Sexton, range 53 was moved to range 58 to maintain competitive plus advantage, approved by Council on 6/10/15
- ⁴² Parks Maintenance Crew Supervisor, range 53 was moved to range 57 to maintain competitive plus advantage, approved 6/10/15
- ⁴³ Irrigation Specialist, range 45 was moved to range 49 to maintain competitive plus advantage, approved by Council on 6/10/15
- ⁴⁵ Park Maintenance Worker II, range 41 was moved to range 44 to maintain competitive plus advantage, approved by Council on 6/10/15
- ⁴⁶ Park Maintenance Worker I, range 37 was moved to range 39 to maintain competitive plus advantage, approved by Council on 6/10/15
- ⁵² In working to backfill some vacant PC Technician positions, range 53, it was determined that the position needs to be reassigned to range 55

2. Position Consolidations

- ⁶ Administrative Assistant I, II and III positions throughout the City were consolidated into Administrative Assistant positions, range 41 and incumbents in the III range are grandfathered in to range 47, approved by Council on 6/10/15
- ¹¹ Utility Representative I and II positions were consolidated into Utility Representative positions, range 51, approved by Council on 6/10/15
- ¹² Customer Service Rep. I and II positions were consolidated into Customer Service Rep. positions, range 47, approved on 6/10/15
- ¹⁹ Police Records Technician I, II and III positions were consolidated into Police Records Technician, range 43 and incumbents in the III range are grandfathered into range 47, approved by Council on 6/10/15
- ²⁰ Animal Control Officer I and II positions were consolidated into Animal Control positions, range 45, approved by Council on 6/10/15
- ²¹ Animal Control Rec Tech I and II positions were consolidated into Animal Control Rec Tech positions, range 43, approved on 6/10/15

3. Job Reclassifications

- ³ One Assistant to the City Manager position, range 61 was reclassified to an Economic & Development Assistance Supervisor position, range 65 and moved to the Development Department, approved by Council on 5/13/15
- ¹⁴ The HR Technician position, range 53 was reclassified to an HR Specialist position, range 58, approved by Council on 6/10/15
- ¹⁵ The P/T Admin. Asst. I position in HR, range 37 was reclassified to a F/T Admin. Asst. position, range 41, approved on 6/10/15
- ²⁶ One Firefighter position was reclassified to a Paramedic position, approved by Council on 6/10/15
- ²⁷ The Admin. Asst. II position in Fire, range 41 was reclassified to a Fire Records Ops. Mgr., range 53, approved by Council on 6/10/15
- ²⁸ The Admin Asst. II positions in Building & Safety (Job Share/Half-time), range 41 reverted to a full-time position on 1/12/15
- ³¹ The P/T Admin. Asst. II position in Dev. Review, range 41 was reclassified to a F/T Admin. Asst. position, range 41, approved on 6/10/15
- ³⁷ One Street Maint. Crew. Supv., range 58 was reclassified to a Street Superintendent, range 68, approved by Council on 6/10/15
- ⁴⁸ The Electrician position, range 57 was reclassified to a Master Electrician position, range 63, and moved to the Electrical division of Public Works
- ⁴⁹ The Apprentice Electrician position, range 50 was reclassified to a Journeyman Electrician position, range 55, and moved to the Electrical division of Public Works
- ⁵⁰ One Street Maintenance Worker I position, range 41 was reclassified to an Apprentice Electrician position, range 45 and moved to the Electrical division of Public Works

4. Career Ladder Changes

- ²² Fire Captain II, range GRP 68 was added as part of the Career Ladder program
- ²³ Paramedic II, range GRP 63 was added as part of the Career Ladder program
- ²⁴ Fire Engineer II, range GRP 59 was added as part of the Career Ladder program
- ²⁵ Firefighter II, range GRP55 was added as part of the Career Ladder program
- ³⁵ Stormwater Operator levels II and III, ranges 47 and 53 have been added as part of the Career Ladder program.
- ⁴⁴ Parks Maintenance Worker III, range 49 was added as part of the Career Ladder program

5. Miscellaneous Changes

The pay structure for Public Safety was updated as approved by Council on 2/11/15

Salary Ranges were adjusted 1.3% for the Cost of Living Adjustment approved by Council on 6/10/15

¹ The Mayor's pay was changed back to \$89,500/yr. rather than the \$60,000/yr. he had previously chosen to receive (effective 7/1/14)

² The Econ./Dev. Assistance Mgr position, range 75 was moved from the City Manager Department to Development, approved by Council on 5/13/15

⁴ The Development Coordinator positions, range 53 were moved from the City Manager Department to Development, approved by Council on 5/13/15

⁵ The Economic Development Director position, range 84 was eliminated along with the Economic Development Department, approved by Council on 5/13/15

⁷ Interns will be paid \$10.50/hr, approved by Council on 6/10/15

⁸ The Judge's pay was increased to \$66.13/hr. as allowed by the State, approved by Council 6/10/15

¹⁷ Police Sergeant III (Master), range GRP68 was changed to Police Sergeant II, range GRP68 - title change only

¹⁸ Police Sergeant (Basic), range GRP65 was changed to Police Sergeant I, range GRP65 - title change only

³⁴ Engineer I, II, and III were changed to Assistant Engineer, Associate Engineer, and Senior Engineer - title change only

³⁶ Stormwater Operator, range 45 was changed to Stormwater Operator I, range 45 - title change only

³⁸ The P/T Street Maintenance Worker I position, range 41 was changed to a F/T position by Council on 2/11/15

³⁹ The Street Maintenance Worker I title in Solid Waste was changed to a Solid Waste Maintenance Worker, no change in range

⁴⁷ The Sr. Executive Assistant and Executive Assistant positions in the City Clerk Department were moved to the City Manager Department

⁵¹ An additional Building Inspector III position, range 61 was added to Building & Safety, approved by Council 8/12/15

⁵³ Accountant, range 74 was changed to Senior Accountant, range 74 - title change only

⁵⁴ Financial Analyst, range 58 was changed to Accountant, range 58 - title change only

⁵⁵ A Heavy Equipment Operator position, range 53 was added as part of the Concrete Crew, approved by Council 8/25/15

⁵⁶ A Street Maintenance Worker I position, range 41 was added as part of the Concrete Crew, approved by Council 8/25/15

⁵⁷ A Street Maintenance Worker II position, range 45 was added as part of the Concrete Crew, approved by Council 8/25/15

⁵⁸ Two Street Maintenance Worker III positions, range 49 were added as part of the Concrete Crew, approved by Council 8/25/15

Adopted by the City of Council of West Jordan, Utah, this Wednesday, September 9, 2015.

ATTEST:

KIM V. ROLFE
Mayor

MELANIE S. BRIGGS, MMC
City Clerk

Voting by the City Council:	"AYE"	"NAY"
Jeff Haaga	_____	_____
Judy Hansen	_____	_____
Chris McConnehey	_____	_____
Chad Nichols	_____	_____
Sophie Rice	_____	_____
Ben Southworth	_____	_____
Mayor Kim V. Rolfe	_____	_____