Budget Presentation 10/4/21
2021 Report & 2022 Proposal

COMPENSATION

Chris: Introduction, summary

Marina: Review Compensation Overview Reports:
Survey of 2021 COLA & Market Adjustments: Counties = 4.96%
Market Study Position Analysis: # positions with pay adjustments; # positions with grade adjustments (based on current structure)
Elected Officials Survey Results
Sample TechNet position survey raw data, Mechanic

Ric: Pay/Benefits Structure
Davis Co Pay Ranges established with compensation study conducted 2016
Ranges have not been changed/increased since 2016
Based on COLA/Market Adjustments given each year, the ranges should have increased by 12% as of this year

Structure of '22 Budget Projection:

- Traditional Insurance (highest cost)
- Family Coverage (highest cost)
- Medical insurance costs increasing 9%
- New hires, using ~70% benefit estimate; actual avg 40%
- 3% Merit increases (avg is near max)
- New hires all at mid-range

Proposals

- Increase all ranges by 12% now, Min/Mid/Max
- Provide all employees 4% increase now, ppd 10/14/21, paid 10/22/21; payroll cost ~$725,000, paid with current fund balances available (Benefit costs addl $247,000)
- Provide all employees additional 2% increase, January 2022 (See totals on chart)
- Make necessary increases and grade changes by individual, based on market study; effective January 2022 (8 positions = $357,000)
- Continue current practice of providing merit increases based on performance eval during '22
- During 2022, HR proposes to conduct compensation & benefit market study using independent consultant; Consider and implement recommendations for position ranges and related compensation practices

3:00 Benefits Presentation/Discussion

4:00 County-Wide New/Change Position Requests (pink/green report)

Non Sworn employees

Agency	Merit %	COLA %	Market Adjust %	Other pay increase %	Total Base pay increase up to %	Non Merit increase	Salary Structure Adjustment %	Effective date	Notes
Cache County	3.00%				3.00%			1/1/2021	Anticipate 5-6% COLA in 2022
Davis County	2.75%				2.75%			1/1/2021	
Salt Lake County				2.00%	3.50%	3.50%	1.50%	6/1/2021	County-wide increase in April, 2021
Summit County		4.00%		3.00%	7.00%	7.00%		1/1/2021	
Utah County	2.35%		7.13%		9.48%	7.13%		6/12/2021	
Washington County	2.00%	2.00%			4.00%	2.00%		1/1/2021	
Weber County									Did not report. Gave county-wide $2 increases to base pay in September
Average	**2.53%**	**3.00%**	**7.13%**	**2.50%**	**4.96%**	**4.91%**	**1.50%**		

South Jordan City	3.00%	2.00%			5.00%	2.00%	3.00%	6/27/2021	
Bountiful City		5.00%			5.00%	5.00%		7/1/2021	
Cedar City	4.00%	1.50%			5.50%	1.50%		7/1/2021	
Draper City	3.00%	2.00%			5.00%	2.00%	2.00%	7/1/2021	
Layton City	2.50%				2.50%			7/1/2021	
Mountainland Assoc. of Gov	2.00%	5.10%			7.10%	5.10%		7/1/2021	
Murray City		3.00%			3.00%	3.00%		7/1/2021	
Ogden City				4.00%	4.00%	4.00%		7/1/2021	
Provo City	2.50%				2.50%			7/1/2021	
Salt Lake City		4.50%			4.50%	4.50%	4.50%	7/1/2021	
Sandy City			4.00%		4.00%	4.00%		7/1/2021	
Spanish Fork					4.00%	4.00%	4.00%	7/1/2021	
Syracuse City	3.93%				3.93%			7/1/2021	
Unified Fire Authority	2.75%	1.00%		2.00%	5.75%	3.00%	1.00%	7/1/2021	
West Jordan City	2.75%	2.00%			4.75%	2.00%		7/1/2021	
Logan City	3.00%			3.00%	4.50%	1.50%		7/10/2021	
West Valley City	2.50%		3.00%		5.50%	3.00%		6/12/2021	
Average	**2.90%**	**2.90%**	**3.50%**	**3.00%**	**4.50%**	**3.19%**	**2.90%**		

Sworn employees

Agency	Merit %	COLA %	Market Adjust %	Other pay increase %	Total Base pay increase up to %	Non Merit increase	Salary Structure Adjustment %	Effective date	Notes
Cache County	3.00%				3.00%			1/1/2021	Anticipate 5-6% COLA in 2022
Davis County	2.75%				2.75%			1/1/2021	
Salt Lake County				2.00%	2.00%	2.00%	1.50%	1/1/2021	County-wide increase in April, 2021
Summit County		4.00%		3.00%	7.00%	7.00%		1/1/2021	
Utah County	2.35%		5.83%		8.18%	5.83%		6/12/2021	
Washington County	2.00%	2.00%			4.00%	2.00%		1/1/2021	
Weber County									Did not report. Gave county wide $2 increase in September
Average	**2.53%**	**3.00%**	**5.83%**	**2.50%**	**4.49%**	**4.21%**	**1.50%**		

South Jordan City	2.75%		7.50%		10.25%	7.50%		6/27/2021	
Bountiful City		5.00%			5.00%	5.00%		7/1/2021	
Cedar City	4.00%	1.50%			5.50%	1.50%		7/1/2021	
Draper City	2.75%	2.00%			6.75%	4.00%	2.00%	7/1/2021	
Layton City	2.50%				2.50%	0.00%		7/1/2021	
Mountainland Assoc. of Gov					0.00%	0.00%			
Murray City		3.00%			3.00%	3.00%		7/1/2021	
Ogden City				4.00%	4.00%	4.00%		7/1/2021	
Provo City	2.50%				2.50%	0.00%		7/1/2021	
Salt Lake City		4.50%			6.50%	6.50%	2.00%	7/1/2021	
Sandy City					0.00%	0.00%			
Spanish Fork					4.00%	4.00%	4.00%	7/1/2021	
Syracuse City	4.20%				4.20%	0.00%		7/1/2021	
Unified Fire Authority	2.75%			2.00%	4.75%	2.00%		7/1/2021	
West Jordan City	5.00%	2.00%			7.00%	2.00%		7/1/2021	
Logan City	3.00%			3.00%	6.00%	3.00%		7/10/2021	
West Valley City	4.20%		5.00%		9.20%	5.00%		6/12/2021	
Average	**3.37%**	**3.00%**	**6.25%**	**3.00%**	**4.77%**	**2.79%**	**2.67%**		

PROJECTED COSTS FOR PAY AND GRADE RECOMMENDATIONS

Job Title	Recommendations	Average of ERI & TechNet	95% of ERI & TN average	Department(s)	# Incumbents	Average Incumbent Pay	# Linked to Benchmark	Average linked positions' pay	% of increase to 95%	Total Increase for Incumbents	Total Increase for Linked Positions	Total Increase for Benchmark Family
COUNTY ATTORNEY III	Increase actual pay to 95% of market avg	$52.82	*$50.18*	Attorney	2	*$41.77*	1	$45.21	16.8%	$29,117	$15,759	$44,876
COUNTY ATTORNEY V	Increase actual pay to 95% of market avg	$67.25	*$63.89*	Attorney	4	*$59.06*	4	$74.06	7.6%	$37,128	$46,558	$83,686
ENGINEERING AIDE II	Increase actual pay to 95% of market avg	$29.32	*$27.86*	Public Works	1	*$26.51*	1	$34.99	4.8%	$2,669	$3,524	$6,193
REGISTERED DIETITIAN	Increase actual pay to 95% of market avg	$25.75	*$24.47*	Health	2	*$21.41*			9.5%	$8,436	$0	$8,436
SOFTWARE ENGINEER II	Increase actual pay to 95% of market avg	$45.90	*$43.61*	IS	1	*$34.75*	17	$46.57	17.3%	$12,518	$285,211	$297,729
VICTIM ASSISTANCE COORDINATOR	Increase actual pay to 95% of market avg	$29.53	*$28.05*	Attorney, Health, HR, CJC,Sheriff	4	*$26.57*	20	$31.61	5.3%	$10,144	$67,618	$77,761
Subtotals					14		43			**$100,012**	**$418,669**	**$518,681**

Job Title	Recommendation	TechNet Actual Average	95% of TN	Department(s)	# Incumbents	Average Incumbent Pay	# Linked to Benchmark	Average linked positions' pay	% of increase to 95%	Total Increase for Incumbents	Total Increase for Linked Positions	Total Increase for Benchmark Family
ADMINISTRATIVE ASSISTANT (24)	Increase actual pay to 95% of market avg	$44.37	*$42.15*	Justice Court	1	*$37.20*			9%	$6,965	$0	$6,965
ANIMAL CONTROL OFFICER	Increase actual pay to 95% of market avg	$21.81	*$20.72*	ACC	6	*$16.72*	2	$22.28	16%	$33,390	$14,830	$48,219
CHIEF DEPUTY (25)	Increase actual pay to 95% of market avg	$52.51	*$49.88*	Recorder	1	*$46.40*			7%	$6,733	$0	$6,733
CHIEF DEPUTY (26)	Increase actual pay to 95% of market avg	$53.33	*$50.66*	Surveyor	1	*$49.10*			3%	$3,152	$0	$3,152
CHIEF DEPUTY (27)	Increase actual pay to 95% of market avg	$58.05	*$55.15*	Treasurer	1	*$51.94*			6%	$6,289	$0	$6,289
CHIEF DEPUTY (30)	Increase actual pay to 95% of market avg	$66.62	*$63.29*	Clerk/Auditor	1	*$58.17*			8%	$9,788	$0	$9,788
LIBRARY CLERK	Increase actual pay to 95% of market avg	$12.09	*$11.48*	Library	44	*$10.41*			6%	$27,147	$0	$27,147
Subtotals					55		2			**$93,464**	**$14,830**	**$108,294**

Job Title	Recommendation	TechNet Mid Range	DC Mid Range	Department(s)	# Incumbents	Average Incumbent Pay	# Linked to Benchmark	Average linked positions' pay	3% for grade increase	Total Increase for Incumbents	Total Increase for Linked Positions	Total Increase for Benchmark Family
911 COMM CENTER DIRECTOR	raise 1 grade	$42.01	*$38.21*	Sheriff	1	*$31.08*	3	$27.46	3%	$1,939	$5,141	$7,080
ACCOUNTANT II	raise 1 grade	$30.47	*$28.82*	Health, Clerk/Auditor	3	*$32.21*	7	$35.03	3%	$6,030	$15,301	$21,331
ADMINISTRATIVE ASSISTANT (24)	raise 2 grades	$41.55	*$36.08*	Justice Court	1	*$37.20*			3%	$2,322	$0	$2,322
ANIMAL CONTROL OFFICER	raise 1 grade	$22.10	*$20.55*	ACC	6	*$16.72*	2	$22.28	3%	$6,261	$2,781	$9,041
ASSESSOR DATA ANALYST II	raise 1 grade	$36.04	*$34.13*	Assessor	0	*$34.13*	1	$28.13	3%	$0	$1,755	$1,755
ASSOCIATE LIBRARIAN	raise 1 grade	$22.45	*$20.55*	Library	41	*$20.97*	10	$22.58	3%	$33,432	$10,567	$43,999
BRANCH MANAGER	raise 1 grade	$35.31	*$32.26*	Library	5	*$29.06*	2	$32.90	3%	$9,067	$4,106	$13,173
BUILDING MAINTENANCE WORKER II	raise 1 grade	$23.88	*$21.72*	Facilities, Legacy Events Cntr	9	*$23.77*	4	$20.37	3%	$13,347	$5,084	$18,432
CADASTRAL MAPPER III	raise 1 grade	$27.92	*$25.72*	Recorder, IS	2	*$28.09*			3%	$3,505	$0	$3,505
CAPTAIN	raise 1 grade	$51.25	*$48.11*	Sheriff, Attorney	4	*$55.53*	43	$38.13	3%	$13,860	$102,310	$116,171
CIVIL ENGINEER I	raise 1 grade	$34.76	*$32.26*	Public Works	1	*$33.79*			3%	$2,109	$0	$2,109
COMMERCIAL APPRAISER	raise 2 grades	$36.34	*$32.26*	Assessor	1	*$33.36*	1	$45.58	3%	$2,082	$2,844	$4,926
COMMUNITY HEALTH EDUCATOR II	raise 1 grade	$26.46	*$24.29*	Health, HR	8	*$22.45*	27	$21.37	3%	$9,002	$32,438	$41,441
COURT CLERK II	raise 2 grades	$21.91	*$19.37*	Justice Court	2	*$18.08*	5	$21.23	3%	$2,256	$6,624	$8,880

Job Title	Recommendation	TechNet Mid Range	DC Mid Range	Department(s)	# Incumbents	Average Incumbent Pay	# Linked to Benchmark	Average linked positions' pay	3% for grade increase	Total Increase for Incumbents	Total Increase for Linked Positions	Total Increase for Benchmark Family
CUSTODIAN II	raise 1 grade	$17.46	*$16.40*	Facilities	3	*$19.59*	3	$21.18	3%	$3,333	$3,965	$7,298
DEPUTY DIRECTOR, HEALTH	raise 1 grade	$56.98	*$54.11*	Health	1	*$63.35*			3%	$3,953	$0	$3,953
DEPUTY DIRECTOR, LIBRARY	raise 2 grades	$45.24	*$40.45*	Library	3	*$38.68*			3%	$7,242	$0	$7,242
DEPUTY SHERIFF III	raise 2 grades	$31.77	*$28.82*	Sheriff	53	*$31.37*	111	$25.79	3%	$101,303	$166,265	$267,568
DIRECTOR, CED	raise 1 grade	$68.08	*$64.64*	CED	1	*$65.99*			3%	$4,118	$0	$4,118

DIRECTOR, HUMAN RESOURCES	raise 1 grade	$82.21	***$77.21***	HR	1	***$76.01***			3%	$4,743	$0	$4,743
DIRECTOR, INFORMATION SYSTEMS	raise 2 grades	$81.27	***$72.77***	IS	1	***$83.27***			3%	$5,196	$0	$5,196
DIRECTOR, PUBLIC WORKS	raise 2 grades	$67.91	***$60.92***	Public Works	1	***$71.33***			3%	$4,451	$0	$4,451
DISPATCHER III	raise 2 grades	$25.66	***$22.97***	Sheriff	11	***$24.19***	7	$18.86	3%	$15,023	$8,238	$23,261
DIV DIR FAMILY HEALTH/DIS CTRL	raise 1 grade	$51.46	***$48.11***	Health	1	***$58.40***	2	$44.47	3%	$3,644	$5,550	$9,194
DIV DIR, ENV HEALTH SVCS	raise 1 grade	$52.62	***$48.11***	Health	1	***$50.06***	1	$40.89	3%	$3,124	$2,552	$5,675
ENVMT HEALTH BUREAU MGR	raise 1 grade	$40.98	***$38.21***	Health	3	***$36.66***	13	$29.83	3%	$6,863	$22,244	$29,106
ENVMT HEALTH SCIENTIST II	raise 1 grade	$30.67	***$28.82***	Health	0	***$28.82***	13	$28.58	3%	$0	$23,184	$23,184
EQUIPMENT OPERATOR II	raise 1 grade	$22.92	***$21.72***	Public Works	5	***$25.52***	6	$29.95	3%	$7,962	$11,213	$19,175
FIELD SURVEYOR	raise 1 grade	$31.49	***$28.82***	Surveyor	2	***$34.99***			3%	$4,367	$0	$4,367
FOOD SERVICE COORDINATOR	raise 2 grades	$20.82	***$18.33***	Health	3	***$18.78***	3	$14.91	3%	$3,516	$2,024	$5,539
GIS TEAM LEADER	raise 1 grade	$39.30	***$36.08***	IS	1	***$41.79***	2	$30.07	3%	$2,608	$3,753	$6,360
HUMAN RESOURCES GENERALIST II	raise 2 grades	$37.18	***$32.26***	HR	6	***$35.25***			3%	$12,594	$0	$12,594
JAIL OPERATIONS SPECIALIST II	raise 1 grade	$20.51	***$19.37***	Sheriff	26	***$17.72***	19	$16.80	3%	$28,751	$19,918	$48,669
LEGAL SECRETARY II	raise 1 grade	$22.01	***$20.55***	Attorney	5	***$22.10***	4	$25.24	3%	$6,897	$6,300	$13,196
LIBRARY CLERK	raise 3 grades	$14.50	***$12.30***	Library	44	***$10.41***			3%	$13,574	$0	$13,574
MARKETING AND EVENTS COORD	raise 1 grade	$29.38	***$27.23***	CED, Legacy Events Cnt, Library	1	***$31.44***	2	$30.93	3%	$1,962	$3,860	$5,822
MECHANIC II	raise 2 grades	$25.78	***$22.97***	Public Works	2	***$25.67***	2	$32.24	3%	$3,204	$4,024	$7,227
OPERATIONS MANAGER	raise 2 grades	$45.05	***$40.45***	Public Works	1	***$38.71***	1	$34.99	3%	$2,415	$2,183	$4,599
PERSONAL PROPERTY APPRAISER II	raise 1 grade	$24.51	***$22.97***	Assessor	2	***$20.49***	3	$25.52	3%	$2,557	$4,777	$7,334
PURCHASING MANAGER	raise 1 grade	$32.49	***$30.47***	Clerk/Auditor	1	***$36.79***			3%	$2,296	$0	$2,296
REAL PROPERTY APPR II	raise 2 grades	$31.21	***$27.23***	Assessor, CED	4	***$29.71***	14	$29.90	3%	$7,416	$26,121	$33,537
REGISTERED DIETITIAN	raise 1 grade	$26.42	***$24.29***	Health	2	***$21.41***			3%	$2,672	$0	$2,672
RISK MANAGEMENT ANALYST	raise 1 grade	$30.77	***$28.82***	HR	1	***$33.65***			3%	$2,100	$0	$2,100
SENIOR CENTER COORDINATOR	raise 1 grade	$32.94	***$30.47***	Health	2	***$32.50***	6	$29.38	3%	$4,056	$11,000	$15,056
SOFTWARE ENGINEER II	raise 2 grades	$48.42	***$42.77***	IS	1	***$34.75***	17	$46.57	3%	$2,168	$49,401	$51,570
WIC CLINIC SUPERVISOR	raise 1 grade	$30.72	***$28.82***	Health	1	***$32.48***			3%	$2,027	$0	$2,027
Subtotals					274		334			**$381,345**	**$565,523**	**$946,868**
												$1,573,842

Elected Officials

County	Mayor, Council or Commission	Clerk/Auditor	Clerk	Auditor	Sheriff	Judge	Assessor	Recorder	Recorder/ Surveyor	Surveyor	Attorney	Treasurer
Salt Lake County	$186,101		$167,868	$167,868	$170,827	$153,405	$167,868	$167,868		$167,868	$196,669	$167,868
Utah County	$119,444	$111,039			$113,638	$132,146	$113,638	$111,039		$111,039	$154,835	$111,039
Davis County	$128,107	$150,010			$150,010	$148,782	$128,170	$128,170		$128,170	$193,980	$128,170
Weber County	$126,360	$119,642			$127,192		$119,642		$119,642		$158,226	$119,642
Summit County	$169,147		$113,945	$111,711	$135,252	$113,944	$109,562	$109,562		$113,945	$159,594	$113,283
Averages excluding Summit Co:	$140,003	$137,140			$140,417	$144,778	$132,330	$131,680		$131,680	$175,928	$131,680
Davis County (lead or lag of 95%)	-3%	14%			12%	8%	2%	2%		2%	15%	2%
All Counties' Averages:	$145,832	$132,501			$139,384	$137,069	$127,776	$127,256		$128,133	$172,661	$128,000
Davis County (lead or lag of 95%)	-7%	18%			13%	14%	5%	6%		5%	17%	5%

Raw TechNet Data - As reported in the database by benchmark					Sorted by Mid Range				
					Range			Actual	
Entity	TechNet Title	Preferred Title	Reports To	Inc	Min	Mid	Max	Avg	Updated
DAVIS COUNTY	**MECHANIC, JOURNEY**	**Mechanic II**	**VEHICLE MAINTENANCE SUPERVISOR**	**2**	**$18.05**	**$22.96**	**$27.88**	**$25.67**	**6/13/2021**
WASATCH COUNTY	MECHANIC, JOURNEY	MECHANIC		3	$21.72	$32.45	$43.17	$37.26	12/30/2020
SOUTH JORDAN	MECHANIC, JOURNEY	Mechanic III	Fleet Manager	3	$24.38	$29.50	$34.62	$32.07	7/16/2021
BRIGHAM CITY	MECHANIC, JOURNEY	AUTOMOTIVE MECHANIC (JOURNEY LEVEL)	SHOP SUPERVISOR	2	$24.73	$29.09	$33.45	$26.32	9/11/2021
WEST VALLEY	MECHANIC, JOURNEY	MECHANIC III	FLEET MAINT & SANITATION SUPERINTENDENT	2	$20.42	$27.18	$33.94	$25.25	7/30/2021
WEST JORDAN	MECHANIC, JOURNEY	FLEET MECHANIC III		4	$22.38	$27.10	$31.83	$27.58	9/16/2020
KAYSVILLE	MECHANIC, JOURNEY	Mechanic		0	$20.12	$26.39	$32.65	$0.00	9/11/2019
LEHI	MECHANIC, JOURNEY	FLEET MECHANIC, JOURNEY	Fleet Manager	2	$21.29	$26.08	$30.87	$24.31	8/31/2021
CENTRAL VALLEY WATER	MECHANIC, JOURNEY	JOURNEY MECHANICS	Maintenance Supervisor	5	$20.74	$25.92	$31.11	$31.78	3/24/2018
SOUTH SALT LAKE	MECHANIC, JOURNEY	MECHANIC (JOURNEY)	LEAD MECHANIC	2	$20.57	$25.84	$31.11	$22.17	6/21/2021
UTAH COUNTY	MECHANIC, JOURNEY	Mechanic II(7031)	Fleet Services Supervisor	5	$22.25	$25.82	$29.40	$25.16	8/31/2021
CENTERVILLE	MECHANIC, JOURNEY	Mechanic, Journey		0	$21.13	$25.78	$30.42	$0.00	8/9/2021
SALT LAKE CITY	MECHANIC, JOURNEY	FLEET MECHANIC		40	$19.63	$25.73	$31.84	$26.95	9/8/2021
MURRAY	MECHANIC, JOURNEY	MECHANIC	FLEET MAINTENANCE SUPERVISOR	2	$20.38	$25.65	$30.92	$27.88	8/3/2021
ROY	MECHANIC, JOURNEY	MECHANIC FOREMAN	SHOP SUPERINTENDENT	1	$20.51	$25.63	$30.75	$23.85	8/19/2021
MOAB	MECHANIC, JOURNEY	STREETS SERVICE WORKER II - Mechanic		1	$20.50	$25.63	$30.75	$0.00	6/24/2021
WEBER COUNTY	MECHANIC, JOURNEY	MECHANIC II	ROADS SUPERVISOR	2	$19.68	$25.51	$31.34	$27.38	10/29/2020
BOUNTIFUL	MECHANIC, JOURNEY	MECHANIC	STREET DIRECTOR	5	$20.47	$25.37	$30.26	$25.77	8/31/2021
OREM	MECHANIC, JOURNEY	FLEET MECHANIC	FLEET MANAGER	4	$20.65	$25.18	$29.70	$23.66	8/10/2021
SANDY	MECHANIC, JOURNEY	FLEET TECHNICIAN I&II - 30519, 30521	FLEET MANAGER	6	$19.89	$24.86	$29.84	$26.47	8/31/2021
DRAPER	MECHANIC, JOURNEY	Mechanic I/II	Fleet Manager	2	$17.98	$24.79	$31.60	$26.73	7/20/2021
SUMMIT COUNTY	MECHANIC, JOURNEY	MECHANIC II	PUBLIC WORKS SUPERINTENDENT	0	$20.26	$24.32	$28.37	$0.00	1/8/2021
BOX ELDER COUNTY	MECHANIC, JOURNEY	MECHANIC	SHOP SUPERVISOR	4	$18.68	$24.22	$29.77	$20.60	7/14/2021
WASHINGTON COUNTY	MECHANIC, JOURNEY	Fleet & Heavy Equipment Mechanic	Fleet Supervisor	1	$20.46	$24.17	$27.89	$29.01	1/13/2021
LAYTON	MECHANIC, JOURNEY	MECHANIC (JOURNEY LEVEL) - PW	SHOP LEAD WORKER	3	$20.13	$24.15	$28.18	$24.65	9/8/2021
LOGAN	MECHANIC, JOURNEY	AUTOMOTIVE MECHANIC (JL)	AUTOMOTIVE MAINT. MGR	8	$20.34	$23.93	$27.52	$24.41	9/10/2020
SALT LAKE COUNTY	MECHANIC, JOURNEY	Fleet Tech	Fleet Shop Spv	5	$19.09	$23.87	$28.64	$26.52	7/10/2020
CLEARFIELD	MECHANIC, JOURNEY	JOURNEY MECHANIC	STREET SUPERINTENDENT	1	$19.27	$23.12	$26.98	$20.55	8/20/2021
TOOELE COUNTY	MECHANIC, JOURNEY	MECHANIC II		1	$20.51	$22.77	$25.02	$22.21	8/20/2020
CEDAR CITY	MECHANIC, JOURNEY	Fleet Journeyman Mechanic	Fleet Manager	4	$18.84	$22.61	$26.38	$20.83	8/27/2021
PROVO	MECHANIC, JOURNEY	AUTOMOTIVE TECHNICIAN II	FLEET MAINTENANCE SUPERVISOR	1	$18.00	$21.40	$24.81	$20.87	10/13/2020
IRON COUNTY	MECHANIC, JOURNEY	Master Mechanic/Road	Road Supervisor	1	$16.69	$20.86	$25.04	$20.86	4/23/2021
STATE OF UTAH	MECHANIC, JOURNEY	Journey Auto Worker		3	$16.80	$20.67	$24.54	$21.81	7/15/2021
OGDEN	MECHANIC, JOURNEY	MECHANIC	SHOP SUPERVISOR	5	$17.45	$20.64	$23.84	$20.99	10/9/2020
CACHE COUNTY	MECHANIC, JOURNEY	MECHANIC	Road Supervisor	2	$16.23	$19.80	$23.37	$24.12	6/23/2021
NORTH SALT LAKE	MECHANIC, JOURNEY	NO MATCH							
PARK CITY	MECHANIC, JOURNEY	NO MATCH							
ST. GEORGE	MECHANIC, JOURNEY	NO MATCH							

ERI Data - As reported in the database by benchmark				Sorted by Mid Actual Pay			
DC benchmark	ERI benchmark	Industry	Area Name	Min	Mid	Max	yoe
MECHANIC II	Mechanic	All Industries	Salt Lake City, Utah	$19.43	$23.39	$27.70	5
MECHANIC II	Mechanic	All Industries	Draper, Utah	$19.26	$23.07	$27.19	5
MECHANIC II	Mechanic	All Industries	Sandy, Utah	$19.23	$23.07	$27.20	5
MECHANIC II	Mechanic	All Industries	Ogden, Utah	$18.82	$22.62	$26.75	5
MECHANIC II	Mechanic	All Industries	Farmington, Utah	$18.71	$22.46	$26.57	5
MECHANIC II	Mechanic	All Industries	Provo, Utah	$18.37	$22.08	$26.09	5

2021 SALARY SCALE

Effective 01/01/2021

HOURLY				ANNUAL		
GRADE	MIN	MID	MAX	MIN	MID	MAX
1	7.77	9.87	11.97	16,166.59	20,535.53	24,904.46
2	8.19	10.41	12.64	17,036.45	21,660.39	26,284.34
3	8.67	11.04	13.42	18,033.60	22,971.31	27,909.02
4	9.21	11.71	14.21	19,158.05	24,357.01	29,555.97
5	9.66	12.30	14.95	20,091.55	25,591.59	31,091.63
6	10.27	13.08	15.88	21,364.51	27,196.21	33,027.90
7	10.85	13.81	16.77	22,573.82	28,724.49	34,875.15
8	11.51	14.64	17.77	23,931.65	30,449.43	36,967.22
9	12.19	15.50	18.81	25,353.12	32,239.58	39,126.05
10	12.89	16.40	19.91	26,817.02	34,117.72	41,418.42
11	13.61	17.30	20.99	28,302.14	35,984.21	43,666.27
12	14.43	18.33	22.23	30,020.64	38,134.30	46,247.97
13	15.22	19.37	23.53	31,654.27	40,297.61	48,940.94
14	16.17	20.55	24.93	33,627.36	42,741.92	51,856.48
15	17.05	21.72	26.39	35,473.15	45,178.22	54,883.30
16	18.05	22.97	27.88	37,552.32	47,775.73	57,999.14
17	19.09	24.29	29.49	39,716.35	50,526.94	61,337.54
18	20.22	25.72	31.22	42,050.11	53,496.56	64,943.01
19	21.42	27.23	33.03	44,553.60	56,628.94	68,704.27
20	22.65	28.82	34.99	47,120.74	59,948.93	72,777.12
21	23.95	30.47	36.99	49,815.17	63,377.08	76,938.99
22	25.36	32.26	39.17	52,742.98	67,111.10	81,479.22
23	26.82	34.13	41.45	55,776.86	70,998.30	86,219.74
24	28.35	36.08	43.81	58,959.26	75,037.66	91,116.06
25	30.03	38.21	46.40	62,459.90	79,480.96	96,502.02
26	31.79	40.45	49.10	66,130.27	84,131.53	102,132.78
27	33.61	42.77	51.94	69,906.72	88,968.67	108,030.62
28	35.64	45.36	55.08	74,128.70	94,351.30	114,573.89
29	37.82	48.11	58.40	78,668.93	100,071.09	121,473.25
30	40.13	51.01	61.89	83,463.74	106,096.22	128,728.70
31	42.56	54.11	65.66	88,534.37	112,548.59	136,562.82
32	45.12	57.40	69.68	93,859.58	119,395.33	144,931.07
33	47.91	60.92	73.93	99,651.55	126,709.13	153,766.70
34	50.83	64.64	78.46	105,719.33	134,461.29	163,203.25
35	53.94	68.59	83.24	112,190.21	142,659.82	173,129.42
36	57.23	72.77	88.31	119,042.98	151,366.65	183,690.32
37	60.72	77.21	93.70	126,298.85	160,597.14	194,895.43
38	64.42	81.92	99.42	133,998.86	170,391.45	206,784.05
39	68.35	86.92	105.48	142,172.79	180,785.33	219,397.88
40	72.52	92.22	111.91	150,845.33	191,813.24	232,781.15

Proposed 2022 SALARY SCALE (12% increase)							
Effective 10/01/2021							
HOURLY					ANNUAL		
GRADE	MIN	MID	MAX		MIN	MID	MAX
1	8.71	11.06	13.41		18,106.58	22,999.79	27,893.00
2	9.17	11.66	14.15		19,080.82	24,259.64	29,438.46
3	9.71	12.37	15.03		20,197.63	25,727.87	31,258.11
4	10.32	13.12	15.91		21,457.01	27,279.85	33,102.68
5	10.82	13.78	16.74		22,502.54	28,662.58	34,822.63
6	11.50	14.64	17.78		23,928.25	30,459.75	36,991.25
7	12.16	15.47	18.78		25,282.68	32,171.43	39,060.17
8	12.89	16.40	19.91		26,803.45	34,103.36	41,403.28
9	13.65	17.36	21.07		28,395.49	36,108.33	43,821.17
10	14.44	18.37	22.30		30,035.07	38,211.85	46,388.63
11	15.24	19.38	23.51		31,698.40	40,302.31	48,906.22
12	16.16	20.53	24.90		33,623.12	42,710.42	51,797.72
13	17.04	21.70	26.35		35,452.78	45,133.32	54,813.86
14	18.11	23.01	27.92		37,662.64	47,870.95	58,079.26
15	19.10	24.33	29.55		39,729.93	50,599.61	61,469.29
16	20.22	25.73	31.23		42,058.60	53,508.82	64,959.03
17	21.39	27.21	33.03		44,482.31	56,590.18	68,698.04
18	22.64	28.81	34.97		47,096.13	59,916.15	72,736.17
19	23.99	30.49	36.99		49,900.03	63,424.41	76,948.78
20	25.37	32.28	39.19		52,775.22	67,142.80	81,510.37
21	26.82	34.13	41.43		55,792.99	70,982.33	86,171.67
22	28.40	36.14	43.87		59,072.13	75,164.43	91,256.72
23	30.03	38.23	46.43		62,470.09	79,518.10	96,566.11
24	31.75	40.40	49.06		66,034.38	84,042.18	102,049.99
25	33.63	42.80	51.96		69,955.09	89,018.68	108,082.26
26	35.61	45.30	54.99		74,065.90	94,227.31	114,388.72
27	37.64	47.91	58.17		78,295.53	99,644.91	120,994.30
28	39.92	50.80	61.69		83,024.15	105,673.45	128,322.75
29	42.36	53.88	65.41		88,109.20	112,079.62	136,050.04
30	44.94	57.13	69.32		93,479.39	118,827.77	144,176.15
31	47.67	60.60	73.53		99,158.49	126,054.42	152,950.35
32	50.54	64.29	78.04		105,122.73	133,722.77	162,322.80
33	53.66	68.23	82.80		111,609.74	141,914.22	172,218.71
34	56.93	72.40	87.88		118,405.65	150,596.64	182,787.64
35	60.41	76.82	93.22		125,653.03	159,778.99	193,904.95
36	64.10	81.50	98.91		133,317.87	169,525.51	205,733.16
37	68.00	86.47	104.94		141,450.26	179,866.57	218,282.88
38	72.15	91.75	111.35		150,078.72	190,838.43	231,598.14
39	76.55	97.35	118.14		159,233.53	202,479.57	245,725.62
40	81.22	103.28	125.344		168,946.77	214,830.83	260,714.88

Benefit Rates 2022

NEW POSITION	Annual Wage: $ 50,000	
FICA/MC	$ 3,825	7.65%
*URS (Tier II)	$ 8,345	16.69%
401K Match	$ 2,000	4%
Medical	$ 20,481	$ 1,706.78
Dental	$ 1,243	$ 103.55
Life Insur	$ 51	$ 4.22
Vision	$ 61	$ 5.12
EAP	$ 18	$ 1.48
LT Disability	$ 190	0.38%
Work Comp	$ 394	0.788%
	$ -	0.000%
Benefits Tot	**$ 36,608**	

Total % of Wage 73.2%

URS Tier I 18.47%

CAREER LADDER	Addl Wage: $ 50,000	
FICA/MC	$ 3,825	7.65%
*URS (Tier II)	$ 8,345	16.69%
401K Match	$ 2,000	4%
Medical		
Dental		
Life Insur		
Vision		
EAP		
LT Disability	$ 190	0.38%
Work Comp	$ 100	0.200%
	$ -	0.000%
Benefits Tot	**$ 14,460**	

PUBLIC SAFETY / NEW POSITION	Annual Wage: $ 50,000	
FICA/MC	$ 3,825	7.65%
*URS (PS Tier II)	$ 14,050	28.10%
401K Match	$ 2,000	4%
Medical	$ 20,481	$ 1,706.78
Dental	$ 1,243	$ 103.55
Life Insur	$ 51	$ 4.22
Vision	$ 61	$ 5.12
EAP	$ 18	$ 1.48
LT Disability	$ 190	0.38%
Work Comp	$ 100	0.200%
	$ -	0.000%
Benefits Tot	**$ 42,019**	

Total % of Wages 84.0%

URS Tier I 34.04%