



WEBER COUNTY, UT

Compensation and Classification Study

September 2025

Final Report



Project Methodology

Baker Tilly approached the classification and compensation study for Weber County, UT by completing each of the following phases or milestones:

Phase 1: Project Initiation

- **Data Collection** - Baker Tilly initiated the study by conducting a planning meeting with the County's project team to discuss the current classification and compensation system, goals for conducting the study, and to walk through each phase of the process. Next, Baker Tilly collected documentation from the County, including job descriptions, organization charts, pay structure, personnel policies, Department Director Questionnaires (DDQs) and any other documentation describing how work is performed or compensated.
- **Communication Meetings**—Baker Tilly presented to the County's department heads and employees to inform them about the study and answer questions. These presentations were conducted virtually in October 2024 and January 2025.

Phase 2: Classification Review

- **Position review** – Existing job descriptions and select Position Analysis Questionnaires (PAQs) for administrative positions across multiple departments were the basis for a classification review in which Baker Tilly first reviewed position titles and made recommendations, as necessary, to ensure titles appropriately reflected the nature and level of work performed. Next, Baker Tilly conducted a job evaluation using our point factor evaluation tool, called SAFE®, resulting in a job hierarchy that reflects the County's internal equity.
- **Fair Labor Standards Act (FLSA) Review** – Baker Tilly conducted a review of exempt and non-exempt status as outlined by the Fair Labor Standards Act. Our review was based on existing documentation describing each position to ensure a complete picture of the work performed was taken into consideration.

Phase 3: Market Review

- **Market Assessment** - Baker Tilly assisted the County in identifying appropriate and relevant peer organizations to collect market competitive values (base pay salaries) for benchmark positions. The results were analyzed and reviewed with the County's project team to determine the organization's desired position within the market.
- **Benefits Comparison** – In addition to base pay, Baker Tilly's market survey collected data on peer pay plans, pay policies and practices, health insurance, retirement, paid time off, and other supplemental benefits and pay differentials. The information collected was analyzed and put into a report, comparing Weber County's benefits and pay practices to its peer organizations. The full report can be found in [Attachment 1](#).

Phase 4: Pay Plan Development

- **Pay Plan Development** – Baker Tilly developed three new pay plans and established grade assignments for positions based on internal and external equity. Preliminary results were reviewed with the County’s project team, County Commissioners and County leadership.
- **Implementation Cost Analysis** – After grade assignments were finalized, implementation costs were calculated and reviewed with the County’s project team and County Commissioners.
- **Pay Policy Review** – Baker Tilly worked with the County to review pay policies and make recommendations for improvement, such that they reference the new pay plans and the County’s compensation philosophy for administration.

Phase 5: Project Completion

- **Final Report** - At the conclusion of the study, Baker Tilly prepared this final report documenting the methodology used throughout the classification and compensation study, findings and results of the study, as well as our recommendations based on those results.
- **Training** - Baker Tilly will provide training to the County’s human resources team responsible for the maintenance and administration of the new classification and compensation system. This includes instructions for utilizing our SAFE® Job Evaluation system going forward.

Classification Review

Job Evaluation

Job evaluation is the process of comparing a job against other jobs within the organization as a means for determining the relative value of each job. In other words, job evaluation is a tool for identifying the internal value within the organization. The Systematic Analysis and Factor Evaluation (SAFE®) is a point factor evaluation process comprised of nine (9) compensable factors and was developed specifically for the measurement of local government positions. Job evaluation is often the preferred method for reviewing jobs internally because, as an approach, it tends to be systematic, objective, and – therefore - defensible. For that reason, job evaluation is often a tool used to comply with federal, state, and local regulations related to the Equal Pay Act.

Table 1: SAFE Compensable Factors & Weights

Compensable Factors	Weight	Descriptions / Measurements
Education	15.6%	Minimum education level required by the position
Experience	12.2%	Minimum years of experience required by the position
Level of Work	13.7%	Degree of difficulty of work performed by the position
Human Relations	7.8%	Type and level of human interactions
Working Conditions	6.8%	Environmental conditions experienced by the position
Physical Demands	4.9%	Physical exertion regularly performed by the position
Independence to Act	11.7%	Degree of independence to make decisions and act
Impact of Actions	13.7%	Severity of consequences as a result of decisions
Supervision Exercised	13.7%	Type and level of supervision exercised
	100%	TOTAL

The following factors were not considered when evaluating positions with the SAFE methodology: employee performance, length of service with the organization, amount of time in the position, education or experience more than what is required by the position, current salary, or market rates.

In using a point factor job evaluation system, the result is a total score for each position which represents the internal value of that position. Collectively, these total scores establish a hierarchy across the organization. **It's important to emphasize that job evaluation is a measurement of the position and not the person in the position.**

Baker Tilly reviewed the County's evaluated positions based on existing job descriptions. The County's project team reviewed and revised SAFE designations, as necessary, and worked with Baker Tilly to establish final scores for each position included in the study. All positions were reviewed and evaluated against the compensable factors found in **Table 1**.

Market Review

Public Peer Organizations

Understanding your labor market is key to selecting relevant peer organizations for a market study. Factors to consider include industry, organization size, geographic location, competition for talent, and published data available.

Baker Tilly partnered with the County to identify public peer organizations that represent the County's competitive and comparative labor market. Baker Tilly contacted each organization to request base pay information for benchmark positions. Data was collected and compiled from 18 out of 20 peer organizations listed in **Table 2**.

Table 2: Peer Organizations

Davis County, UT	Salt Lake County, UT	Utah County, UT
Box Elder County, UT	Cache County, UT	Summit County, UT
City of Salt Lake, UT	State of Utah	City of Layton, UT
City of Ogden, UT	Tooele County, UT	Washington County, UT
City of West Valley, UT	City of Roy, UT	Wasatch County, UT
City of North Ogden, UT	Arapahoe County, CO	Boulder County, CO
Adams County, CO	Ada County, ID	

Published Sources

Published salary data was used as a private sector benchmark in this assessment with data from the following sources included in the study:

- Bureau of Labor Statistics (BLS). The Occupational Employment Statistics (OES) survey is a semiannual survey measuring wage rates by industry and is displayed nationally, by state, and/or metropolitan area. BLS data used in this survey was pulled at the 10th and 90th percentile to represent the minimum and maximum thresholds of a salary range.
- Comp Analyst is a salary data resource from Salary.com that is comprised of HR-reported pay data comprised of 800 million market data points from more than 25,000 organizations resulting in data across 15,000 unique job titles, 225 industry breakouts, 27,000+ compensable factors, in 42,000+ geographies.
- Economic Research Institute (ERI) is a salary data resource reporting market data for more than 11,000 jobs in more than 9,000 different locations across more than 1,100 industry sectors. ERI data is updated quarterly. ERI data used in this survey was pulled at the 10th and 90th percentile to represent the minimum and maximum thresholds of a salary range.



Data Adjustments

The base pay information was adjusted, as necessary, to account for the following:

- Differences in work week. For example, reported salaries for a 37.5-hour work week were adjusted to reflect that wage for a 40-hour work week.
- If the market data obtained did not reflect the year in which this study was conducted, the data was aged based on guidance from World at Work's Annual Salary Budget Survey results. For the County's project, data from BLS was aged to bring the data forward to 2025.
- Geographic adjustments were applied to account for cost-of-labor differences between the County and peer organizations. Baker Tilly uses cost-of-labor differentials reported by the ERI's Geographic Assessor tool. Where cost of living is a measurement of goods and services in each area, the cost of labor is a measurement of compensation paid. Cost of labor can be impacted by the cost of living but also relates to the supply and demand of labor in each area (rate of unemployment and number of qualified laborers).

Table 3: Peer Organization and Geographic Adjustments

Date Pulled	Client Name	Location	Geo Adjust	Client Avg Base
3/7/2025	Weber County	Ogden	96.8	80,035
Peer #	Peer Organization	Locality Used	ERI Indicator	GeoDiff %
1	Davis County	Farmington	97.0	-0.2%
2	Salt Lake County	Salt Lake	99.7	-2.9%
3	Utah County	Provo	94.9	1.9%
4	Box Elder County	Brigham	91.8	5.0%
5	Cache County	Logan	86.3	10.5%
6	Summit County	Summit County	97.0	-0.2%
7	City of Salt Lake	Salt Lake	99.7	-2.9%
8	State of Utah	State Avg	93.5	3.3%
9	City of Layton	Layton	96.3	0.5%
10	City of Ogden	Ogden	96.8	0.0%
11	Tooele County	Tooele	93.4	3.4%
12	Washington County	St. George	92.0	4.8%
13	City of West Valley	West Valley	98.3	-1.5%
14	City of Roy	Roy	96.1	0.7%
15	Wasatch County	Heber	94.0	2.8%
16	City of North Ogden	North Ogden	96.2	0.6%
17	Arapahoe County CO	Littleton CO	109.9	-13.1%
18	Boulder County, CO	Boulder, CO	111.5	-14.7%
19	Adams County, CO	Brighton, CO	109.1	-12.3%
20	Ada County, ID	Boise, ID	93.2	3.6%
21	Comp Analyst	Utah State	93.6	3.2%
22	Bureau of Labor Statistics (BLS)	Utah State	93.6	3.2%
23	Economic Research Institute (ERI)	Utah State	93.6	3.2%

Geographic differentials applied for each peer and published source can be found in **Table 3**. A negative adjustment means the cost of labor in that peer's location is higher than in Weber County, UT. The GeoDiff% column reflects the adjustment that was applied to that peer's data.

For example, Salt Lake County's data was adjusted down by 2.9% whereas Cache County's data was adjusted up by 10.5% to meet the cost of labor for Weber County.

Quality Control

Baker Tilly matched peer positions to the County's benchmark positions based on a 75% overlap in duties and responsibilities. Further, Baker Tilly required at least three matches per benchmark position to determine a market value. Positions that had insufficient data (fewer than three matches) are identified as such in the market results. Because market results are established by a calculation (such as an average of all midpoints), a bigger sample size tends to yield greater confidence in those results.

- Benchmarks had 7.8 matches on average, while 50% of the benchmarks had 8 or more matches each.

Market Results

In total, 199 of the County's positions were included in the survey as benchmark positions (73%). Baker Tilly requested pay ranges (minimum to maximum) and calculated for the midpoint of each collected range. Of the 199 benchmark positions, 19 positions received insufficient data (fewer than 3 matches). Overall, market values were established for the 180 benchmark positions with sufficient data (90%).

- Aggregate data results showing average minimum, midpoint, and maximum results were prepared for the 199 benchmarks with sufficient data and can be found in [Attachment 2](#).
- Additionally, a comparison of current midpoints against market average midpoints was prepared for the County with thresholds demonstrating 5% above and 5% below market for conversations about the County's compensation philosophy and desired position within its defined labor market. This report can be found in [Attachment 3](#).
- Finally, a comparison of the full current pay range against the full market average range was prepared for the County and can be found in [Attachment 4](#).

Based on market values for the 180 benchmark positions:

- The County's minimums are **3.8% above** market minimums on average.
- The County's midpoints are **5.6% above** market midpoints on average.
- The County's maximums are **8.0% above** market maximums on average.

Pay Plan Development

Upon reviewing the market survey results with the County, Baker Tilly led a discussion with the organization regarding its desired position within the market, design preference for the current title and grade structures, and an approach for classifying positions to the pay plans. The County currently utilizes one open pay plan for all positions.

Current General Pay Plan

The current pay plan is 30 bands (numbered 1-30, only 24 grades in use by titles included in this study), open from minimum to maximum (no defined steps), with range spreads between 44-59% and midpoint differentials between 3-11%, shown in **Table 4**. Grades 1-6 are currently only used by part-time and non-benefit positions that were not included in this study.

Observations of the Current Pay Plan

Range Spreads: As a best practice, the range spread should be tailored to the size of the job or the learning curve of the job. With the midpoint as the anchor to the market, therefore, the minimums and maximums would expand or retract around that anchor depending on the range spread. The distance between the minimum to midpoint should be correlated with the time it takes a new person to learn the whole job. More specifically, a new employee starting at or a little above their minimum would move through their range each year with general increases and should land at or near the midpoint around the same time they are considered fully trained and proficient in their role. The current average range spread for the General pay plan is 54%. It would take approximately 9 years for

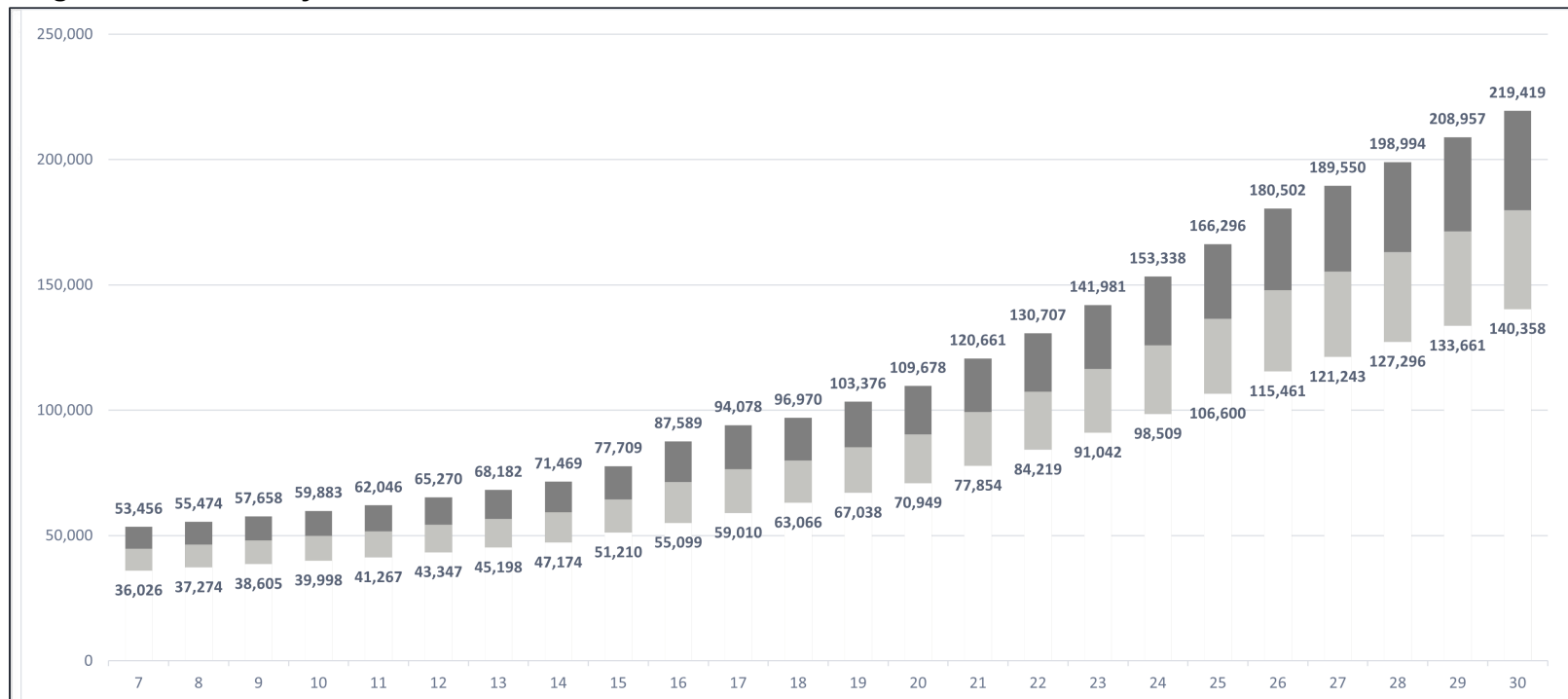
Table 4: Current Pay Plan

Band	Min	Quartile	Mid	Quartile	Max	Mid Diff	Range Spread
1	\$ 27,476.80	\$ 30,472.00	\$ 33,467.20	\$ 36,462.40	\$ 39,457.60		44%
2	\$ 28,932.80	\$ 32,177.60	\$ 35,401.60	\$ 38,625.60	\$ 41,849.60	6%	45%
3	\$ 30,347.20	\$ 33,820.80	\$ 37,273.60	\$ 40,726.40	\$ 44,179.20	5%	46%
4	\$ 31,824.00	\$ 35,505.60	\$ 39,187.20	\$ 42,868.80	\$ 46,550.40	5%	46%
5	\$ 33,280.00	\$ 37,252.80	\$ 41,204.80	\$ 45,156.80	\$ 49,108.80	5%	48%
6	\$ 34,736.00	\$ 38,916.80	\$ 43,076.80	\$ 47,236.80	\$ 51,396.80	5%	48%
7	\$ 36,025.60	\$ 40,393.60	\$ 44,740.80	\$ 49,108.80	\$ 53,456.00	4%	48%
8	\$ 37,273.60	\$ 41,828.80	\$ 46,384.00	\$ 50,939.20	\$ 55,473.60	4%	49%
9	\$ 38,604.80	\$ 43,368.00	\$ 48,131.20	\$ 52,894.40	\$ 57,657.60	4%	49%
10	\$ 39,998.40	\$ 44,969.60	\$ 49,940.80	\$ 54,912.00	\$ 59,883.20	4%	50%
11	\$ 41,267.20	\$ 46,467.20	\$ 51,667.20	\$ 56,867.20	\$ 62,046.40	3%	50%
12	\$ 43,347.20	\$ 48,838.40	\$ 54,308.80	\$ 59,800.00	\$ 65,270.40	5%	51%
13	\$ 45,198.40	\$ 50,960.00	\$ 56,700.80	\$ 62,441.60	\$ 68,182.40	4%	51%
14	\$ 47,174.40	\$ 53,248.00	\$ 59,321.60	\$ 65,395.20	\$ 71,468.80	5%	51%
15	\$ 51,209.60	\$ 57,844.80	\$ 64,459.20	\$ 71,094.40	\$ 77,708.80	9%	52%
16	\$ 55,099.20	\$ 63,232.00	\$ 71,344.00	\$ 79,476.80	\$ 87,588.80	11%	59%
17	\$ 59,009.60	\$ 67,787.20	\$ 76,544.00	\$ 85,321.60	\$ 94,078.40	7%	59%
18	\$ 63,065.60	\$ 71,552.00	\$ 80,017.60	\$ 88,504.00	\$ 96,969.60	5%	54%
19	\$ 67,038.40	\$ 76,128.00	\$ 85,217.60	\$ 94,307.20	\$ 103,376.00	6%	54%
20	\$ 70,948.80	\$ 80,641.60	\$ 90,313.60	\$ 100,006.40	\$ 109,678.40	6%	55%
21	\$ 77,854.40	\$ 88,566.40	\$ 99,257.60	\$ 109,969.60	\$ 120,660.80	10%	55%
22	\$ 84,219.20	\$ 95,846.40	\$ 107,473.60	\$ 119,100.80	\$ 130,707.20	8%	55%
23	\$ 91,041.60	\$ 103,792.00	\$ 116,521.60	\$ 129,251.20	\$ 141,980.80	8%	56%
24	\$ 98,508.80	\$ 112,216.00	\$ 125,923.20	\$ 139,630.40	\$ 153,337.60	8%	56%
25	\$ 106,600.00	\$ 121,534.40	\$ 136,448.00	\$ 151,382.40	\$ 166,296.00	8%	56%
26	\$ 115,460.80	\$ 131,726.40	\$ 147,992.00	\$ 164,257.60	\$ 180,502.40	8%	56%
27	\$ 121,243.20	\$ 138,320.00	\$ 155,396.80	\$ 172,473.60	\$ 189,550.40	5%	56%
28	\$ 127,296.00	\$ 145,225.60	\$ 163,155.20	\$ 181,084.80	\$ 198,993.60	5%	56%
29	\$ 133,660.80	\$ 152,484.80	\$ 171,308.80	\$ 190,132.80	\$ 208,956.80	5%	56%
30	\$ 140,358.40	\$ 160,139.20	\$ 179,899.20	\$ 199,659.20	\$ 219,419.20	5%	56%

a new employee to move from the starting minimum to the midpoint of their pay range (assuming they received a consistent 3% increase each year).

Midpoint Differentials: The percentage between each grade will determine the amount of overlap that exists throughout the pay plan. This may lead to compression challenges or several grades not being in use in order to have a meaningful separation between supervisors and subordinates, and career progressions are not consistent. Likewise, if there is not enough separation between supervisors and subordinates, this can lead to stagnation and people not wanting to move up or departments creating unnecessary career progressions to reward employees with longevity. This overlap can be seen visually in **Figure 1**.

Figure 1: Current Pay Plan Grades



Number of Grades: The number of grades a pay plan will have may be determined by the number of positions assigned to it and how movement from each grade (usually through promotion) is administered, as well as the overlap in nature and level of work that needs to be distinguished throughout. Narrow midpoint differentials often result in a greater number of grades. Based on the number of unique classifications and the wide variance in role scope and responsibility across the organization, the limited number of grades

in the Current General Pay Plan makes it difficult to group jobs equitably. The result can be internal compression, limited growth opportunities, and misaligned placements when trying to fit diverse jobs into a rigid structure.

Proposed General Pay Plan

Determination for the number of title and grade schedules an organization needs may be influenced by the diversity of jobs, diversity in grading procedures, internal equity versus external competitiveness, and even your organizational culture. Baker Tilly developed three new pay structures for the following groups of positions:

- General, 274 positions
- Police Sworn, 14 positions
- 911 Dispatch, 10 positions

The proposed General pay plan has 26 grades, open from minimum to maximum (numbered 8-33), shown in **Table 5**. This plan is competitive with the market at the midpoints, with a starting midpoint of \$46,384 (which is an increase of 4% from the starting midpoint in the current plan, \$44,740.80). As mentioned previously, the midpoint is the market anchor, and the minimums and maximums retract around that threshold.

Range spreads are narrowed to 40-45% from grades 8 to 15, 50% from grades 16 to 26, and finally increase to 55% for grades 27 to 33. The midpoint represents the market value for positions assigned to that grade and should be at or near the midpoint of their range, consistent with becoming fully proficient in that position. Therefore, the distance from the minimum to the midpoint should correspond with the learning curve of the position.

New employees hired into positions assigned to grades 9-15 could move from minimum to midpoint within 7.5 years as opposed to 9 years currently (assumes a 3% annual adjustment).

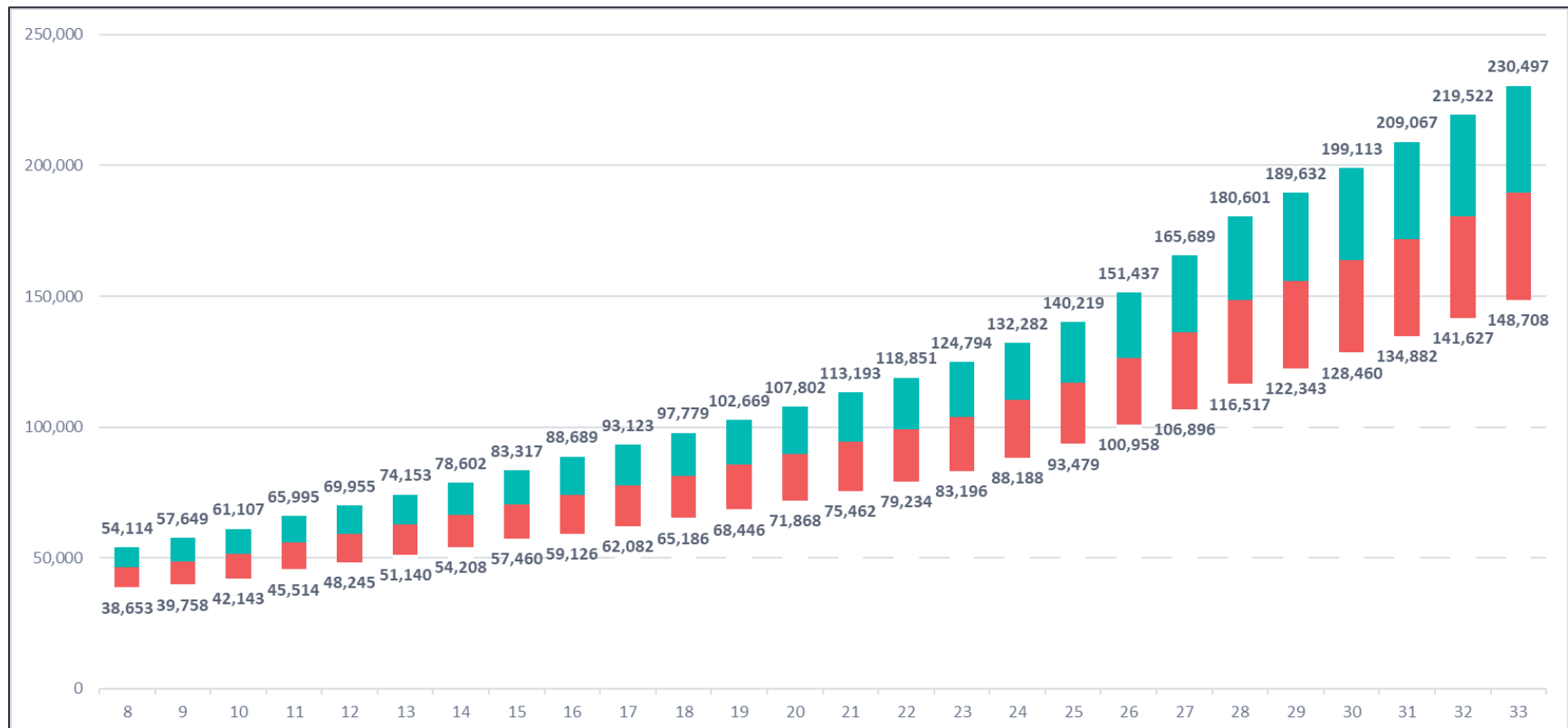
Table 5: Proposed General Pay Plan

Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Differential
8	\$38,653	\$46,384	\$54,114	40%	
9	\$39,758	\$48,703	\$57,649	45%	5%
10	\$42,143	\$51,625	\$61,107	45%	6%
11	\$45,514	\$55,755	\$65,995	45%	8%
12	\$48,245	\$59,100	\$69,955	45%	6%
13	\$51,140	\$62,646	\$74,153	45%	6%
14	\$54,208	\$66,405	\$78,602	45%	6%
15	\$57,460	\$70,389	\$83,317	45%	6%
16	\$59,126	\$73,908	\$88,689	50%	5%
17	\$62,082	\$77,603	\$93,123	50%	5%
18	\$65,186	\$81,483	\$97,779	50%	5%
19	\$68,446	\$85,557	\$102,669	50%	5%
20	\$71,868	\$89,835	\$107,802	50%	5%
21	\$75,462	\$94,327	\$113,193	50%	5%
22	\$79,234	\$99,043	\$118,851	50%	5%
23	\$83,196	\$103,995	\$124,794	50%	5%
24	\$88,188	\$110,235	\$132,282	50%	6%
25	\$93,479	\$116,849	\$140,219	50%	6%
26	\$100,958	\$126,197	\$151,437	50%	8%
27	\$106,896	\$136,293	\$165,689	55%	8%
28	\$116,517	\$148,559	\$180,601	55%	9%
29	\$122,343	\$155,987	\$189,632	55%	5%
30	\$128,460	\$163,786	\$199,113	55%	5%
31	\$134,882	\$171,975	\$209,067	55%	5%
32	\$141,627	\$180,574	\$219,522	55%	5%
33	\$148,708	\$189,603	\$230,497	55%	5%

In the proposed General pay plan, midpoint differentials (the distance between each grade at the midpoint) have been tailored in the plan as a way to create more distance between grades and assist with market alignment. Midpoint differentials range from 5-9% and provide meaningful separation between positions, which is essential for distinguishing roles with significantly increased responsibilities and complexity, particularly between exempt and nonexempt positions, while still aligning to market values.

A distribution chart of the general pay plan can be found in **Figure 2**.

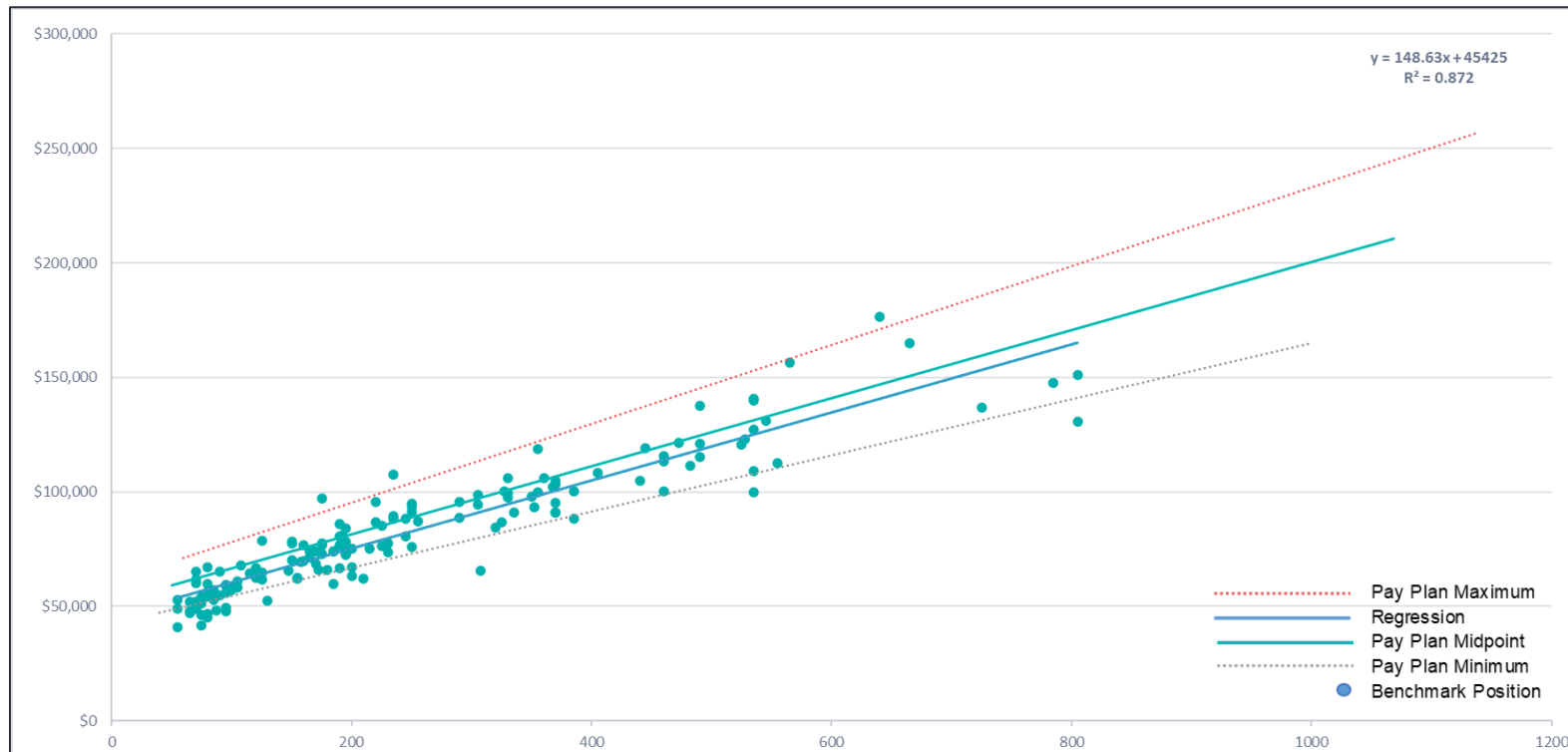
Figure 2: Proposed General Pay Grades



Regression Analysis

In statistical modeling, a regression analysis is used to measure the relationships between data sets and even predict one variable based on another. Here, Baker Tilly used a regression analysis to compare internal data to external data. More specifically, SAFE scores were compared against market average midpoints. Here, each dot represents a benchmark position which is placed where the SAFE score and market average midpoint figures intersect. The dark blue line represents the 'line of best fit' trending through all positions (dots). The proposed minimum, midpoint, and maximums are also reflected on the chart, shown in **Figure 3**.

Figure 3: Proposed General Pay Plan Alignment to Market



There is an 87.2% correlation between the internal (job evaluation) and external (market) values. Due to the high correlation in internal and external values, the County would be able to maintain the new classification and compensation system using the SAFE job evaluation process as a means for reclassifying positions that have changed over time, adding new positions, consolidating positions, etc. into the future. By adjusting the total number of usable grades, streamlining range spreads, and tailoring midpoint differentials, the proposed structure is better aligned with market results and is better aligned with the County's distribution of jobs.

Proposed General Grade Assignments

Where the market results show that the County's existing midpoints are about 5.6% above the market, on average, Baker Tilly does not recommend that the County shift its existing pay structure by 5.6% to maintain market alignment. Positions move at different rates in the market, and an overall shift would over-correct some and under-correct others. A better approach would be to reassess grade assignments for each position, individually. This approach would enable better alignment with the market for positions included for review. Additionally, some market realignment will be corrected through the design of the new pay plan itself.

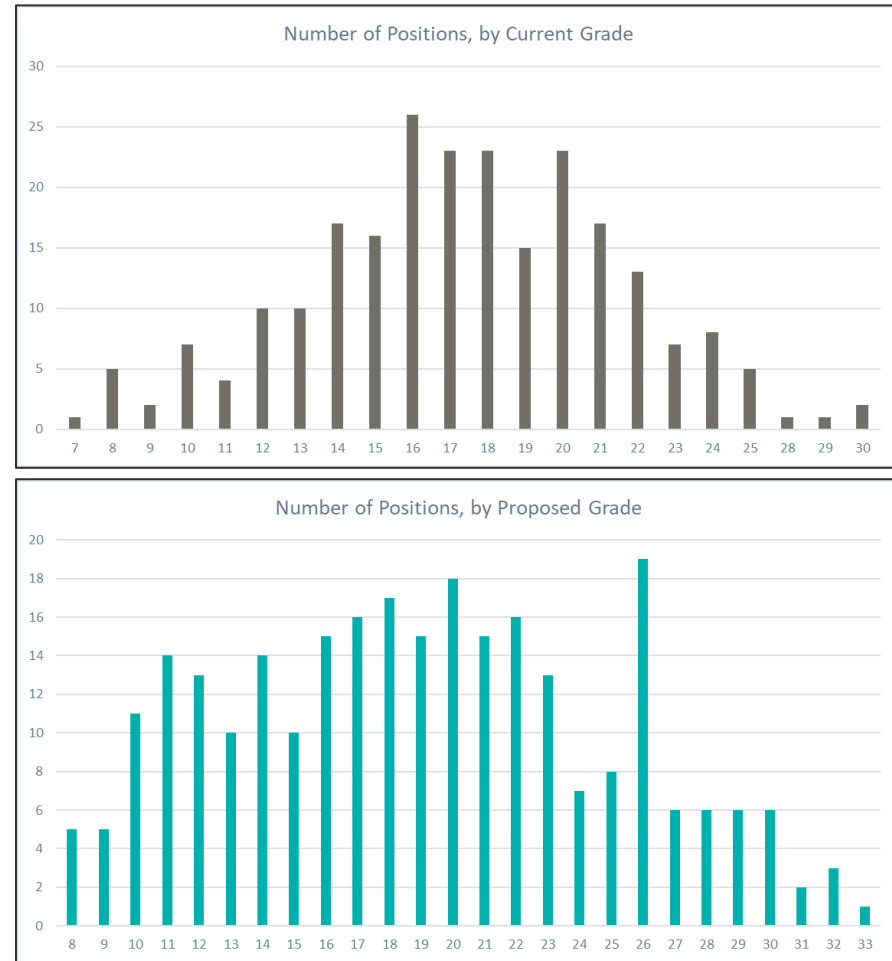
Figure 4 demonstrates the number of positions per grade in the current pay structure as compared to the proposed pay structure. The revised assignments reflect an emphasis on aligning positions with both internal evaluation results and external market competitiveness. By redistributing positions more evenly across grades, the new structure creates clear parity between roles, promotes fair career progression, and addresses issues of compression and clustering in specific grades.

In total, 274 positions were classified to a grade in the general pay plan with consideration to existing equity and external results. More specifically, internal equity (SAFE job evaluation scores) was used to initially assign positions to a grade in the pay plan. From there, grade assignments were adjusted, as necessary, to account for market midpoints, career progressions, supervisor-subordinate separation, grade compression, etc.

The following information was NOT considered when assigning positions to a grade:

- The person in the position
- Length of service
- Performance
- Employee existing salary

Figure 4: Position Distribution by Grade (Current and Proposed)



Preliminary grade assignments were reviewed with the County's project team, County Department heads and elected officials to ensure positions were assigned to the correct pay plan and address any outliers prior to finalization. The proposed title and grade assignments for the General pay plan can be found in [Attachment 5](#).

Current Sheriff-Sworn Pay Plan

There is currently no separate pay plan for sworn Deputy Sheriff positions; they currently follow the General Pay Plan in **Table 4**. While this structure provides a broad range for salary growth, establishing a separate pay plan for sworn officers better aligns the County with market conditions, strengthening recruitment and retention efforts for these specialized roles.

Proposed Sheriff-Sworn Pay Plan

The proposed Deputy Sheriff sworn pay plan establishes an open, competitive, and transparent compensation framework across six grades, from Deputy Sheriff Trainee to Deputy Sheriff Captain (DS1-DS6), tailored specifically to the unique responsibilities of each grade, shown in **Table 7**.

Table 7: Proposed Sheriff-Sworn Pay Plan

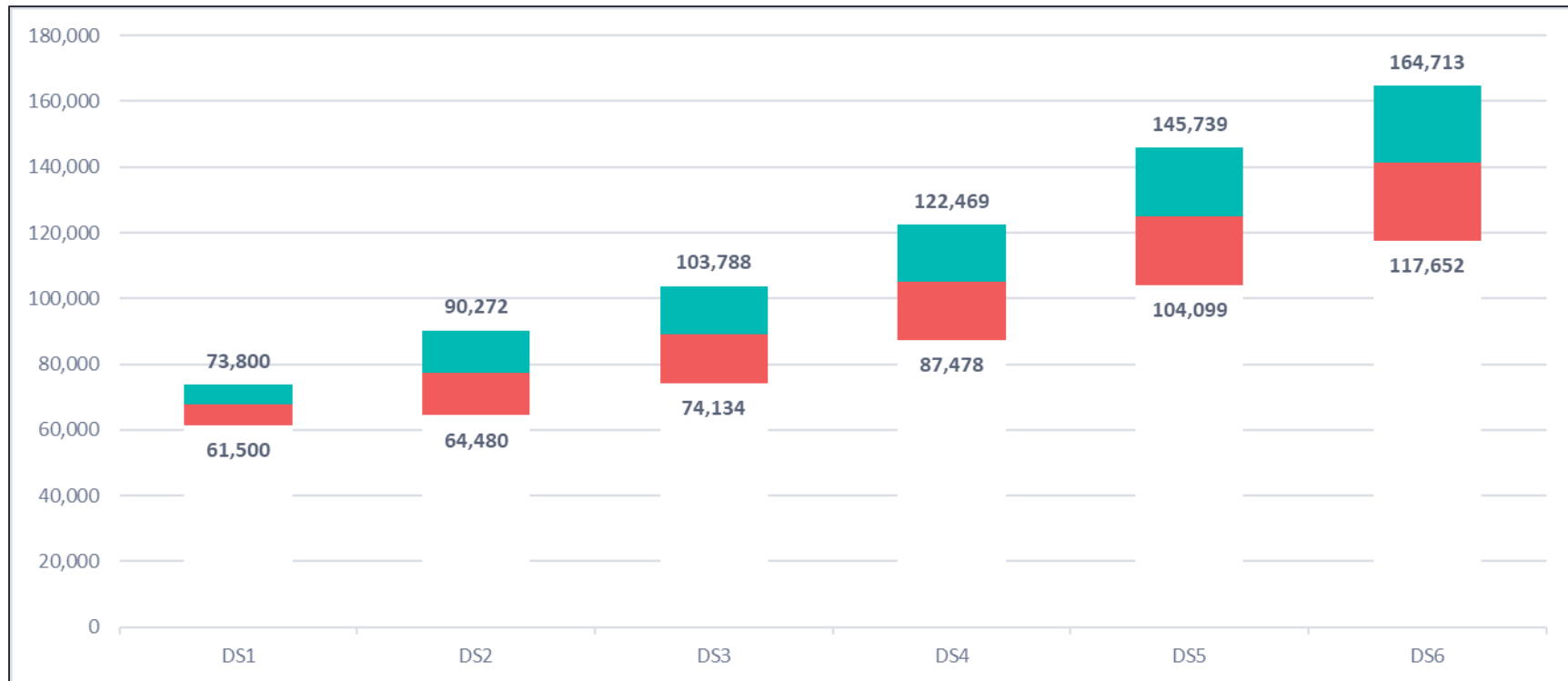
Grade	Annual Minimum	Annual Midpoint	Annual Maximum	Range Spread	Midpoint Differential	Hourly Minimum	Hourly Midpoint	Hourly Maximum
DS1	\$61,500					\$29.57		
DS2	\$64,480	\$77,357	\$90,272	40%	14%	\$31.00	\$37.19	\$43.40
DS3	\$74,134	\$88,961	\$103,788	40%	15%	\$35.64	\$42.77	\$49.90
DS4	\$87,478	\$104,974	\$122,469	40%	18%	\$42.06	\$50.47	\$58.88
DS5	\$104,099	\$124,919	\$145,739	40%	19%	\$50.05	\$60.06	\$70.07
DS6	\$117,652	\$141,182	\$164,713	40%	13%	\$56.56	\$67.88	\$79.19

Salary ranges remain consistent at 40% for the DS2-DS6 grades, allowing for steady growth within each role. Midpoint differentials between grades vary from 13% to 19%, aligning salaries with the average market midpoints for competitiveness. With a starting wage of \$61,500 per year, the plan is designed to attract and retain talent and reduce pay compression between ranks. In the design of this pay structure, parity between corrections and enforcement positions was maintained as the current pay ranges for each rank are the same.

The 6 grades in this plan are established specifically to accommodate the 14 positions assigned to this plan. Each grade/pay range is tailored specifically to the position assigned to it. This is also to ensure sufficient separation between non-exempt and exempt leadership positions.

A distribution of the proposed Sheriff-Sworn Pay Grades can be found in **Figure 5**.

Figure 5: Proposed Sheriff-Sworn Pay Grades



The full list of sworn positions and grade assignments for the Sheriff pay plan can be found in [Attachment 6](#).

Current Dispatch Pay Plan

Currently, Weber Area Dispatch has its own pay structure, separate from the County's broader plan. We recommend keeping this separation due to the specialized nature of dispatch work, while updating the structure to be market competitive with complete ranges, a consistent spread for transparency, and midpoint differentials that support alignment and career progression.

Proposed Dispatch Pay Plan

The proposed Weber Area Dispatch pay plan establishes a hybrid (combination of steps up to midpoint and open range from midpoint to maximum) compensation framework. The plan features nine grades, from EMD1 to EMD9, tailored specifically to the unique responsibilities of each grade, shown in **Table 8**. Salary range spreads are set at 45% for all grades, ensuring consistent opportunities for progression within each role.

Table 8: Proposed Dispatch Pay Plan

Proposed Pay Ranges									Current Pay		
Grade	Minimum	1	2	3	Midpoint	Maximum	Range Spread	Midpoint Differential	Current Minimum	Current Midpoint	Current Maximum
EMD1	\$50,000						45%			\$ 48,853.17	
EMD2	\$51,576	\$54,284	\$57,134	\$60,133	\$63,180	\$74,785	45%	17%	\$ 50,317.18	\$ 62,950.93	\$ 75,584.68
EMD3	\$59,312	\$62,426	\$65,703	\$69,153	\$72,657	\$86,002	45%	15%	\$ 57,214.91	\$ 71,784.87	\$ 86,354.83
EMD4	\$65,836	\$69,292	\$72,930	\$76,759	\$80,649	\$95,462	45%	11%	\$ 61,450.37	\$ 77,206.25	\$ 92,962.13
EMD5	\$74,724	\$78,647	\$82,776	\$87,122	\$91,537	\$108,350	45%	14%	<i>Not In Use</i>		
EMD6	\$90,416	\$95,163	\$100,159	\$105,417	\$110,760	\$131,103	45%	21%	\$ 87,443.94	\$ 110,460.60	\$ 133,477.26
EMD7	\$95,842	\$100,874	\$106,170	\$111,743	\$117,406	\$138,971	45%	6%	\$ 87,540.30	\$ 117,100.42	\$ 146,660.53
EMD8	\$120,761	\$127,101	\$133,774	\$140,797	\$147,932	\$175,103	45%	26%		\$ 147,784.00	
EMD9	\$126,799	\$133,456	\$140,462	\$147,837	\$155,329	\$183,859	45%	5%		\$ 154,232.00	

Midpoint differentials between grades range from 5 to 26 percent, aligning salaries to 100 percent of the market midpoint to strengthen external competitiveness. With a starting wage of \$50,000 annually (\$24.04/hour for Dispatcher Trainees), the plan is designed to attract and retain qualified talent, address pay compression concerns and promote equity across the structure.

A distribution of the proposed Weber Area Dispatch Pay Grades can be found in **Figure 6**.

Figure 6: Proposed Dispatch Pay



The full list of sworn positions and grade assignments for the Weber Area Dispatch pay plan can be found in [Attachment 7](#).

Implementation Cost Analysis

Baker Tilly developed multiple implementation scenarios, each for the General Pay Plan, Sheriff-Sworn Pay Plan, as well as Weber Area Dispatch Pay Plan for Weber County to consider in its adoption of the new classification and compensation plans. Implementation calculations represent base pay in US dollars. Employees with a salary greater than their new maximum were excluded from implementation calculations. The best practice, and Baker Tilly's recommendation, is for these salaries to be 'red circled' or frozen until the market catches up. *Baker Tilly does not recommend a pay decrease for any employee as a result of the study.*

Overall, 1085 employees and vacant positions were included in the implementation calculations. Of those, 10 employees had a salary greater than their new maximum, while 322 (30%) had a salary less than their new minimum, as shown in **Table 9**.

Table 9: Employee Allocation

	Total	General	Sheriff	Dispatch
	# of Staff	# of Staff	# of Staff	# of Staff
Totals	1085	745	264	76
Employees Below Minimum	322	175	132	15
Employees Within Range	733	565	131	57
Employees Above Maximum	10	5	1	4

Implementation Scenarios for the proposed **General** Pay Plan:

1. Employees move to the minimum of their assigned pay grade if their current salary is below that amount. This scenario would impact 175 General employees by adjusting their salaries to align with their new minimum, while all other employees would retain their existing salaries. Option 1 represents the minimum action required to adopt the proposed pay plan.
2. Employees receive the greater of moving to the minimum of their assigned pay grade or a 2% salary adjustment. This scenario would start by moving the 175 General employees up to their new minimum and, if that movement resulted in less than a 2% adjustment, employees would receive a full 2% instead. Next, the 565 General employees who already fall within their new range would also receive a 2% adjustment. This scenario intends that no eligible employee receives less than 2%.
3. In addition to Option 1, employees also receive a 2.0% adjustment for each year in their position (capped at 10 years) from the new proposed minimum. For example, an employee in their position for 6 years would receive 12% from their new proposed minimum, unless that results in a salary decrease. Any employee whose current salary is greater than the calculation would retain their existing salary. This scenario is meant to help alleviate compression by moving employees further into their new range relative to their time in position. This is not a calculation based on years of service with the organization. Additional variations of this compression scenario such as 1.5% adjustment for each year in their position (capped at 15 years) were also prepared and reviewed with the County's project team and Commissioners.

Implementation Scenarios for the proposed **Sheriff-Sworn** Pay Plan:

1. Employees move to the minimum of their assigned pay grade if their current salary is below that amount. This scenario would impact 132 Sheriff sworn employees by adjusting their salaries to align with their new minimum, while all other employees would retain their existing salaries. Option 1 represents the minimum action required to adopt the proposed pay plan.
2. Employees receive the greater of moving to the minimum of their assigned pay grade or a 2% salary adjustment. This scenario would start by moving the 132 Sheriff sworn employees up to their new minimum and, if that movement resulted in less than a 2% adjustment, employees would receive a full 2% instead. Next, the 131 Sheriff sworn employees who already fall within their new range would also receive a 2% adjustment. This scenario intends that no eligible employee receives less than 2%.
3. In addition to Option 1, employees also receive a 2% adjustment for each year in their position (capped at 10 years) from the new proposed minimum. Any employees whose current salary is greater than the calculation would retain their existing salary. This scenario is meant to help alleviate compression by moving employees further into their new range relative to their time in position. Additional variations of this compression scenario, such as 1.5% adjustment for each year in their position (capped at 15 years) were also prepared and reviewed with the County's project team and Commissioners.

Additional Implementation Scenarios for the proposed **Sheriff-Sworn** Pay Plan:

4. In addition to Option 1, employees also receive a 2% adjustment for each year in their position (capped at 10 years) from the new proposed minimum. Any employee whose current salary is greater than the calculation would at least receive a 2% adjustment. Deputies and Corporals then receive an additional 1 percent for each year in position from year six through year ten. This approach ensures a minimum adjustment of 2% to all employees, helps alleviate compression by advancing employees further into their range relative to their time in position, and directly targets retention concerns for Deputies and Corporals in the 6–10-year range.
5. In addition to Option 2, employees also receive a 2% adjustment for each year in their position (capped at 5 years) from the new proposed minimum. For example, an employee in their position for 4 years would receive 8% from their new proposed minimum, unless that results in a salary decrease. Any employee whose current salary is greater than the calculation would at least receive a 2% adjustment.
6. In addition to Option 2, employees also receive a 2% adjustment for each year in their position (capped at 5 years) from the new proposed minimum. Any employee whose current salary is greater than the calculation would at least receive a 2% adjustment. Deputies and Corporals then receive an additional 1 percent for each year in position from year six through year ten. This is not a calculation based on years of service with the organization. This approach ensures a minimum adjustment of 2% to all employees, helps alleviate compression by advancing employees further into their range relative to their time in position, and directly targets retention concerns for Deputies and Corporals in the 6–10-year range.

Implementation Scenarios for the proposed **Dispatch** Pay Plan:

1. Employees move to the step in the new pay plan that is closest to their current salary without a decrease. If an employee's current salary is above the new range maximum, their current salary is retained. This option represents the minimum cost required to implement the proposed pay plan and ensures no employee experiences a salary reduction.
2. Employees move to the step in the new pay plan that is closest to their current salary or receive a 3% adjustment, whichever provides the higher increase. This option modestly improves competitiveness and addresses small compression gaps without substantially increasing overall implementation costs.
3. Employees move to the step corresponding to their years in their current position unless this would cause a decrease. For example, an employee with three years in position would move to Step 3 unless already paid above that level. This option helps reduce compression by advancing employees with longer tenure further within their new ranges.
4. Employees receive the greater of Option 3 (step based on years in position) or a 3% adjustment to ensure that all eligible employees receive at least a 3% increase. This option provides the highest overall adjustment and best supports retention, fairness, and internal equity across the organization.

Recommendations

Weber County's ability to deliver quality services depends on the strength of its workforce. Employees are the County's most significant investment, and a sound compensation system is essential to supporting and retaining that investment.

This report reflects data gathered from multiple sources, analyzed objectively, and organized to provide a clear, fair, and defensible framework for employee compensation. The recommendations presented are the result of our independent professional judgment and are designed to position the County for long-term success.

We urge Weber County, UT to:

- Approve the recommended position title and classification adjustments.
- Approve the use of the proposed open range pay plan for General positions, a new open range pay plan for Sheriff-Sworn positions, and a new hybrid pay plan for Weber Area Dispatch positions.
- Approve the position grade assignments that have been established with input from the County's department heads.
- Approve an implementation scenario for each pay plan that addresses the County's compensation philosophy, business goals, and that is fiscally attainable and sustainable.
- Continue efforts to maintain the classification and compensation system:
 - Routinely review positions, job descriptions, and market conditions.
 - Adjust the pay structure and salaries, as needed, to maintain market competitiveness.
 - Commit to advancing employees through their assigned pay ranges based on the County's policies.

Executive Summary

This report provides a comprehensive analysis of Weber County's benefits compared to those offered by peer organizations. The focus areas include pay plans, paid time off, health benefits, and retirement benefits. Baker Tilly requested data from the twenty (20) peer organizations below and information for the benefits portion of the survey was obtained from seventeen (17) peers.

- Ada County, ID
- Adams County, CO
- Arapahoe County, CO*
- Boulder County, CO
- Box Elder County, UT
- Cache County, UT
- Davis County, UT
- Layton City, UT*
- North Ogden City, UT
- Ogden City, UT
- Roy City, UT*
- Salt Lake City, UT
- Salt Lake County, UT
- State of Utah
- Summit County, UT
- Tooele County, UT
- Utah County, UT
- Wasatch County, UT
- Washington County, UT
- West Valley City, UT

* Non-participating organizations

Pay Plan Design

- Fifteen peers have adopted a formal pay plan, and nine peers use multiple pay plans.
- Four peers utilize grades and steps. Five peers utilize grades, no steps (minimum and maximum only).
- Sixteen peers' average number of annual paid holidays is 12.97 days, which is slightly less than Weber's 13 annual holidays – these are not inclusive of any floating holidays.
- Seven peers' provide an average of 1 paid floating holiday annually.
- Thirteen peers utilize a vacation-sick PTO model.

Health Benefits

- Fourteen peers have a Preferred Provider Organization (PPO) health plan.
- Thirteen peers have a High-Deductible Health Plan (HDHP).

Other Benefits

- Eight responding peers provide Tuition Assistance/Reimbursement.
- Six responding peers provide Collateral/Special Assignment Pay (Public Safety).
- Eight responding peers provide special skills pay (e.g., bilingual pay)
- Eight responding peers provide a referral or recruitment bonus.

Pay Plan Design

Organizations using an adopted pay plan

<u>Number of Responses</u>	<u>Responses</u>
15	All Yes
<i>Weber also uses adopted pay plans</i>	

Year current pay plan was adopted

<u>Number of Responses</u>	<u>Responses</u>
11	2024 (8), 2023 (2), 2018 or before (1)

Organizations using single or multiple pay plans

<u>Number of Responses</u>	<u>Responses</u>
14	Single (4), Multiple (9), Other (1)
<i>Weber uses a single pay plan for all employee classes</i>	

Type of system for the pay plan

<u>Number of Responses</u>	<u>Responses</u>
13	Grade and Step (4), Grades, No Steps (min and max only) (5), Other (4)
<i>Weber uses Grades, No Steps (min and max only)</i>	

Peer Pay Plan Design

All fifteen responding organizations, including the **Weber County**, use an adopted pay plan, indicating a uniform approach to structured compensation systems across peers.

Among the eleven organizations providing data, the majority adopted their current pay plans recently, with eight doing so in 2024 and two in 2023. One peer's pay plan was adopted before 2018.

Type of Pay Plan Used

The majority of the organizations (9 out of 14) use multiple pay plans, while only four use a single pay plan. **Weber** is among those using a single pay plan for different employee classes.

Of the thirteen organizations, four use a grade and step system exclusively, five use a grade-based system with no steps (only minimum and maximum salary ranges), while four organizations utilize a combination of pay schedules. **Weber** employs a grade system with open ranges.

Step Plans (Grades and Steps)

	<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>
# of grades	10	6	66	27.2
% between grades	11	5%	11%	7%
# of steps	9	5	13	9.45
% between steps	10	2%	6%	3.6%
<i>Weber has 30 grades and no steps in their pay plan with an average of 6% between grades.</i>				

How pay increases are administered

<u>Number of Responses</u>	<u>Responses</u>
13	Annual wage or step increases (automatic) (3), Merit or performance increases (varies) (5), Budget process or financial ability (2), Other (please explain) (2)
<i>Weber uses merit or performance increases.</i>	

Pay Plans

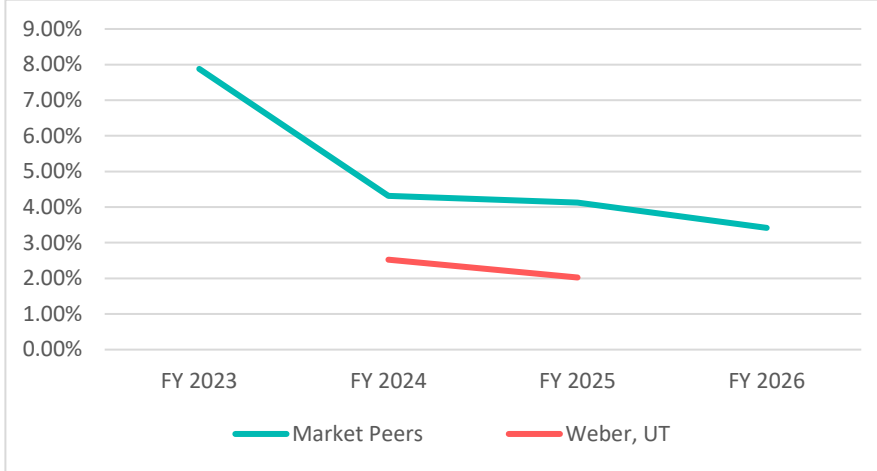
Among the ten organizations reporting, the number of grades ranges from a minimum of 6 to a maximum of 66, with an average of 27.2 grades across organizations.

The percentage difference between grades varies significantly across the eleven organizations, ranging from 5% to 11%, with an average of 7%. **Weber** uses 6% between grades, which is close to the peer average.

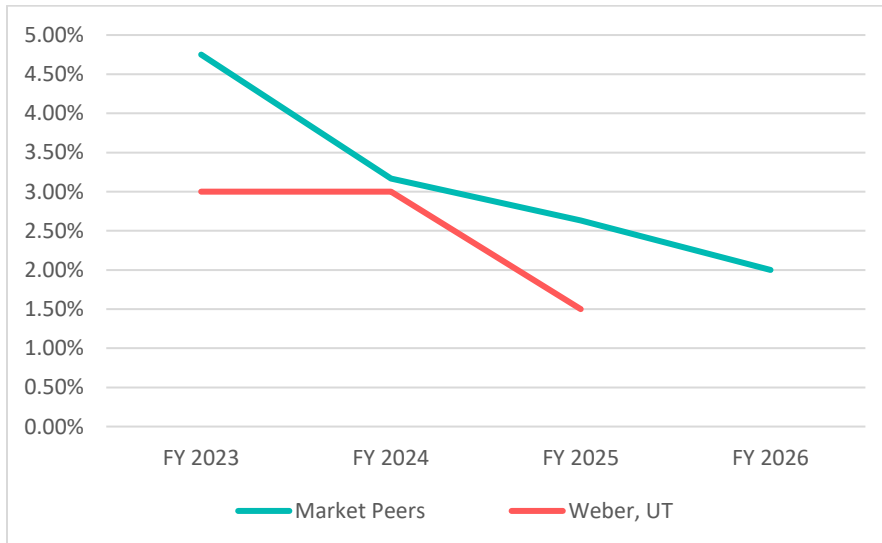
Annual Pay Adjustments

Out of thirteen organizations, three provide automatic annual wage increases, five use merit or performance-based increases, two tie increases to the budget process or financial ability, and two use an unspecified method. One peer indicated they use a combination of all of the above. **Weber's** system of administering pay increases aligns with merit or performance-based increases, as this is the most common method reported by peer organizations.

Average Organization-wide Wage Adjustments (Merit & Pay for Performance)



Average Organization-wide Cost of Living Adjustment (COLA)



Organization-wide Adjustments (Merit and Pay for Performance)

In FY 2023, **Weber** provided some groups a market adjustments while all employees received a one-time pay for performance bonus. In FY 2024 all employees received a 2.5% pay for performance increase and employees who did not receive market adjustments in 2023 received an additional merit increases ranging from 0-4% depending on employee hire date and department (totaling 2.5-6.5%). In FY 2024, all Public Safety employees received a 2% increase. **Weber** provided an organization-wide increase of 2% in FY 2025. **Weber's** FY 2026 information was not reported.

For COLA adjustments, **Weber** provided 3% in FY 2023, 3.0% in FY 2024 and a 1.5% in FY 2025. Average COLAs provided by peers were slightly higher at 4.8% in FY 2023, 3.2% FY 2024, and 2.6% in FY 2025. Two peers reported having COLAs planned for FY 2026 with the average being 2%. **Weber's** FY 2026 information was not reported.



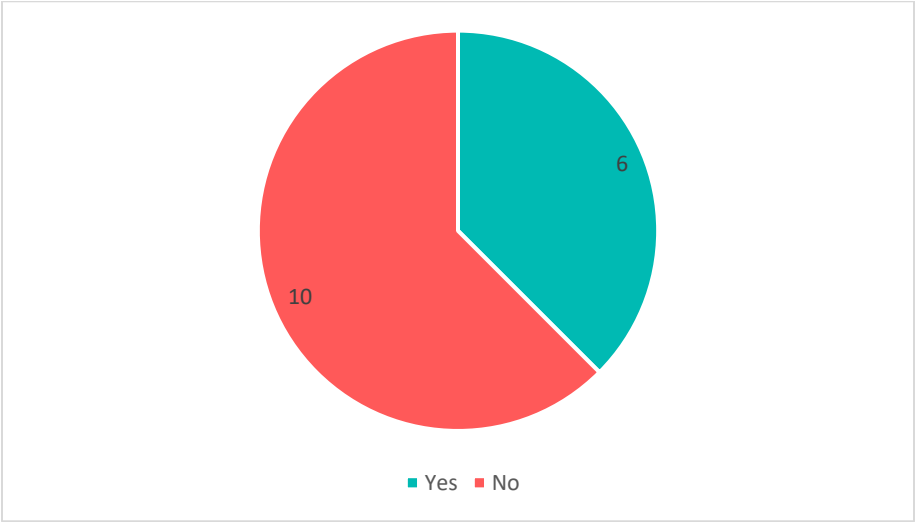
How organizations adjust pay structure

<u>Number of Responses</u>	<u>Responses</u>
15	Budget process or financial ability (3), Annual internal review/adjustment (4), Compensation Study (5), Other (3)
Weber adjusts its pay structure through annual internal review/adjustment	

Frequency organizations adjust their pay structure

<u>Number of Responses</u>	<u>Responses</u>
15	Annual (9), Every 3 years (2), Sporadically (4)
Weber adjusts its compensation structure annually	

Organizations providing longevity pay



Adjusting Pay Structure

Fifteen responding peers adjust their pay structures. Three make adjustments via the budget process/financial ability and four peers adjust through annual internal review. Five go through a formal compensation study, and three peers have a mix of compensation study, annual review and budget.

Nine of the 15 responding peers adjust their pay structure annually, 4 do so sporadically and 2 adjust it every three years.

Longevity Pay

Six responding peers provide longevity pay while **Weber** and four peers do not.

Pay Practices

Call-back and On-call (Standby) pay

	<u>Call-Back Pay</u>	<u>On-Call Pay</u>
Holidays	Straight time (3), Overtime rate (1.5x straight time) (1), Double time (2x straight time) (2), Other (4)	Straight time (2), Overtime rate (1.5x straight time) (1), Double time (2x straight time) (1), Other (8)
Saturdays & Sundays	Straight time (4) Overtime rate (1.5x straight time) (2), Other (4)	Straight time (2), Overtime rate (1.5x straight time) (2), Other (8)
Regularly scheduled day off	Straight time (4), Other (5)	Straight time (2), Other (9)
Weber provides Call-Back and On-call/Standby pay		

Call-Back Pay: Compensation when an employee is required to return to work outside their regular working hours.

On-Call (Standby) Pay: Compensation for employees who are required to be available to work but may not necessarily be called in.

On-call Assigned by seniority

<u>Number of Responses</u>	<u>Responses</u>
13	No (10), Other (3)
Weber does not assign on-call by seniority	

Call-back Pay

When employees are called back to work on holidays, Saturdays, Sundays, or their regularly scheduled day off, ten peers provide call-back pay with amounts of pay varying by collective bargaining agreements and when the call-back occurs. **Weber** provides straight time for call back on holidays as do three peers, straight time for Saturdays and Sundays as do four peers, and straight time for call back on a regularly scheduled day of as do four peers.

Two peer's policies include receiving a minimum of 2 hours of Call-Back Pay per day in addition to Standby pay.

On-Call Pay

For on-call work, all twelve responding peers assign on-call duties, which vary by collective bargaining agreements as well as departmental policy. **Weber** also provided on-call pay and at a straight time rate as do two other peers.

Along with 10 of its peers, **Weber** does not use seniority to assign on-call work.

Shift-Differential Pay

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
Does your organization provide shift-differential pay?	14	Yes (6), No (6), Other (2)	Yes
If so, what employee groups are eligible for shift-differential pay?	7	Eligible positions vary at the peers and include both safety and non-safety positions	Public Safety
Amount of additional pay?	7	All responding peers have policies that determine amount of pay based on department, position, hours worked.	4%
What hours fall under shift-differential pay?	6	All responding peers have policies that identify hours pay is provided based on department, position, hours worked.	6pm to 6am

Advancing between pay ranges

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
Minimum % increase with promotion	14	Yes (7), No (7)	No
Vacancy required prior to promotion	14	Yes (8), No (5), Other (1)	No
Minimum % increase with reclass to higher grade	14	Yes (7), No (6), Other (1)	No
Allow employees to negotiate salary upon promotion	14	Yes (4), No (7), Other (3)	No

Shift Differential Pay

Weber and six participating peers provide shift differential pay. The amount of pay, positions eligible, and hours when shift differential applies vary across the peers.

Advancing between Pay Ranges

Half of the responding peers **have established a minimum percentage increase for promotions while Weber** and the remaining half of peers do not. Eight peers require a vacancy before promotion, while **Weber** and five peers do not. Seven organizations provide a minimum percentage increase with reclassification to a higher grade, and six peers along with **Weber** do not. Only four organizations allow employees to negotiate salary upon promotion. Each peer has various policies on advancing employees through pay ranges including but not limited to budget, pay equity, department, position type, circumstances, experience and qualifications.

Promotions or Pay increases automatic upon achievement of specified milestones

<u>Number of Responses</u>	<u>Responses</u>
14	No (11), Other (3)
<i>Weber does have automatic promotions or pay increases for select roles.</i>	

Automatic Promotions/Pay Increases

Eleven of the 14 responding peers do not have automatic promotions or pay increases upon achievement of specified milestones. Three peers responded with “Other” and stated positions that are part of a career ladder series may receive promotions based on time or budget; this is similar to **Weber** who has automatic promotions or pay increases for select roles.

New hire and employee compensation

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
New hire employees receive pay rate above starting minimum	14	All responding peers said new hires can receive a pay rate above the starting minimum salary	Yes
Determination of starting rate above minimum	14	Years of related experience (3), Additional experience OR education (3), Additional experience AND education (3), Management discretion (4) Other (1)	<i>Management Discretion; based on experience, education, certificates, etc</i>
New hire employees allowed to negotiate paid time off accruals	14	Yes (4), No (10)	Yes

New Hire Compensation

Weber and all 14 responding peers allow new hires to receive starting pay above the minimum.

Lateral/Sign-on Bonus

Four peers and Weber have various forms of bonus structures in place. Multiple public safety departments have implemented lateral sign-on and referral bonuses, which are based on verified years of experience in law enforcement and corrections. These bonuses are exclusively for lateral transfers of sworn officers and vary by agency, requiring approval for each job classification. At another peer, bonuses are split, with half paid at hire and the other half after a set duration, such as one year.

Lateral/Sign-on Bonus

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
Organization provides lateral or sign-on bonuses?	14	Yes (4), No (10)	Yes
Eligibility criteria for the bonus?	5	All participating peers utilize various forms of Lateral or Sign-on Bonus	<i>Public safety has lateral Sign-on and Referral bonuses</i>

Retention Pay

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
Organization provides lateral or sign-on bonuses?	14	Yes (1), No (10), Other (please explain) (3)	Yes
If Other, please explain	3	Participating peers have certain departments eligible for retention pay	No policy or set bonus
At what years of service do you offer retention pay?	4	The majority of participating peers award retention pay typically every 5 years	
How much do you offer in retention pay?	4	Varies by peer and classification	\$10,000 in 4 increments for public safety (this was a one-time benefit)

Retention Pay

Select positions in certain departments are eligible for retention pay, which must be individually approved by the commission. Management may award retention bonuses to employees with unusually high or unique qualifications essential for the agency to retain

Pay increase for Part-time and/or Intermittent employees

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
Organization provides pay increases to part-time and/or intermittent employees?	14	Yes (14), No (0), Other (please explain) (0)	Yes
Eligibility criteria for pay increases?	12	Varies by peer and employee group	COLA, Manager discretion, HR/Commission approval

Pay Increase for Part-time and/or Intermittent Employees

Pay increases are influenced by COLA, manager discretion, performance, market conditions, and budget availability. Fixed annual increases and adjustments based on length of employment are common. Eligibility often requires working over 20 hours per week. Division Directors and department management have discretion over increases, which can vary. Time-limited positions follow merit guidelines but need annual approval. Performance merit increases and normal step increases are based on hours worked and length of employment.



Public safety overtime

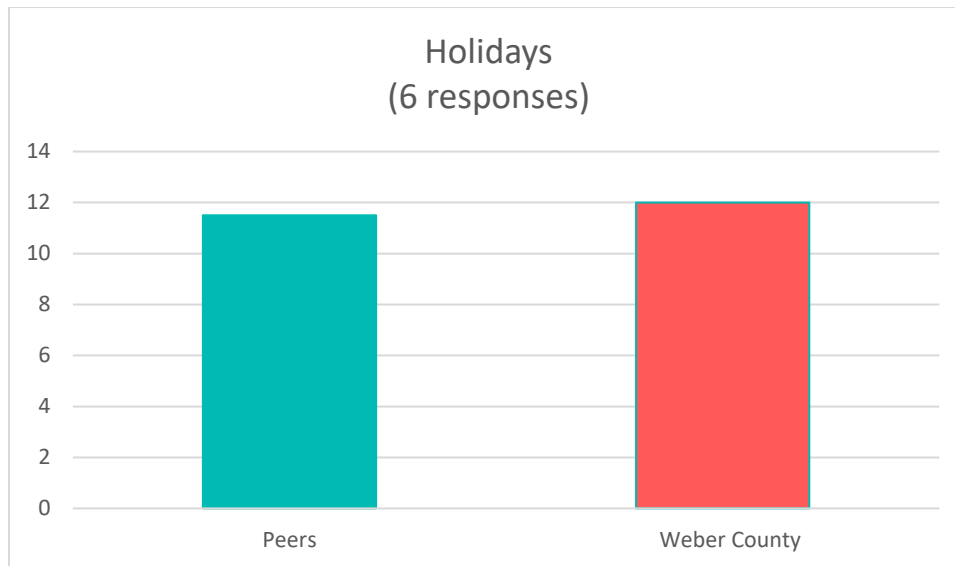
	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
How does your organization calculate overtime for Public Safety employees?	14	All participating peers provide overtime which varies based on department and work cycle.	Yes

Public Safety Overtime

Overtime rules vary by department and work cycle. Generally, overtime starts after 80 hours in a pay period, with non-exempt staff receiving 1.5 times the regular rate for hours over 80 biweekly. Weekly overtime is paid at 1.5 times the regular rate for hours over 40. In some departments, overtime starts after 42 hours per work week, with work weeks varying between night and day shifts, and after 86 hours in a pay period. Other departments start overtime after 106 hours, and some after 82 hours. Work cycle specifics include overtime for hours worked over 40 in a 7-day cycle, over 120 in a 21-day cycle, and over 160 in a 28-day cycle.

Time off

Number of paid holidays per year (holiday excludes any separate floating holidays)



Floating Holidays

Number of Responses	Responses
15	Yes (7), No (8)
Weber does not provide employees with floating holidays	

Offer Vacation-Sick or Paid Time-Off (PTO)

Number of Responses	Responses
16	Vacation-Sick (13), Paid Time Off (3)
Weber provides employees with a Vacation-Sick time off model	

Holidays

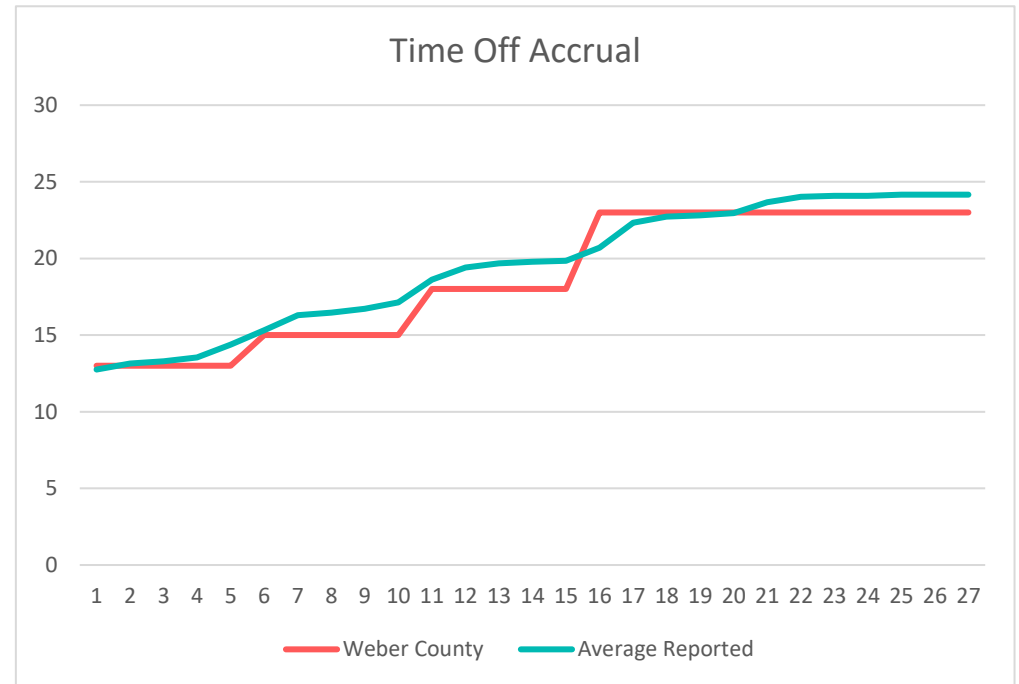
On average, sixteen peers provide employees with 12.97 annual paid holidays, which is slightly less than **Weber's** 13 holidays. Seven organizations offer floating holidays while eight peers and **Weber** do not.

Vacation-Sick or PTO

Among sixteen reporting peers, thirteen use a Vacation-Sick time off model as does **Weber**. Three peers uses PTO.

The chart on the next page shows **Weber's** total annual time off, which increases with years of service, starting at 13 days and reaching a maximum of 23 days after 15 years of service, which is higher than the peer average of 20.7 days at 15 years of service. In comparison, the peer average maximum leave accrual increases to 24 days at 21 years of service.

Total Annual Time Off Comparison (in days) - (15 responses)				
Years of Service	Weber County	Least Reported	Most Reported	Average Reported
0 to 1 year	13	4	20	12.75
1 year	13	4	20	13.15
2 years	13	4	20	13.29
3 years	13	4	20	13.55
4 years	13	4	20	14.37
5 years	15	5	22	15.31
6 years	15	5	22	16.31
7 years	15	5	22	16.46
8 years	15	5	22	16.72
9 years	15	5	24	17.12
10 years	18	6	25	18.61
11 years	18	6	25	19.41
12 years	18	6	25	19.68
13 years	18	6	25	19.78
14 years	18	6	25	19.85
15 years	23	7	27	20.70
16 years	23	7	27	22.34
17 years	23	7	30	22.74
18 years	23	7	30	22.80
19 years	23	7	30	22.95
20 years	23	7	30	23.68
21 years	23	7	30	24.03
22 years	23	7	30	24.09
23 years	23	7	30	24.09
24 years	23	7	30	24.16
25 years	23	7	30	24.16
25+ years	23	7	30	24.16



Maximum accrual of vacation or PTO days

<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>
14	22.75	40	28.04
<i>Weber allows a maximum accrual of 23 days</i>			

Organizations allowing vacation / PTO carryover

<u>Number of Responses</u>	<u>Responses</u>
16	All participating peers allow Vacation PTO Carryover

Number of carryover days allowed

<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>	<u>Weber</u>
16	25	65	38.81	40

Organizations allowing cash-out of unused Vacation/PTO days

<u>Number of Responses</u>	<u>Responses</u>
16	No (2) Yes (14)
<i>Weber does not allow employees to cash out unused vacation days</i>	

PTO Accrual and Carryover

Weber allows a maximum accrual of 23 vacation days, lower than the average of 28.04 days among 14 participating peers.

All peers allow vacation/PTO carryover, with **Weber** offering 40 days carryover, which is higher than the peer average of 38.81 days. Three participating peers allow unlimited accrual of vacation/PTO days.

Vacation/PTO Cash-out

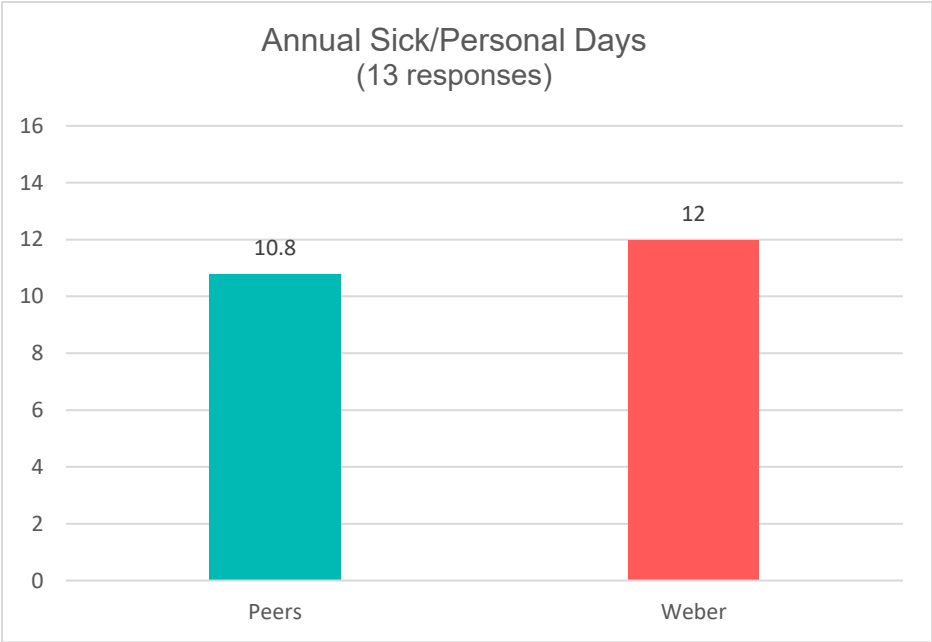
Fourteen peer organizations allow cash-out of unused vacation/PTO days. **Weber** and two peers do not offer this option.



Number of cash-out days allowed (Vacation/PTO)

	Number of Responses	Least	Most	Average	Weber
Year End	6	8	40	24	
Termination	13	30	62.5	42.37	Does not provide cashout days
Retirement	13	30	62.5	45.83	

Annual sick/personal days provided & accruals



Annual Sick/Personal

Weber provides 12 annual sick/personal days to employees, which is more than the average number of days provided by the thirteen participating peers.

Maximum accrual of sick days

<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>
13	13	120	61.25
Weber allows maximum accrual of 60 days			

Organizations allowing carryover of sick days

<u>Number of Responses</u>	<u>Responses</u>
13	All participating peers allow carryover of sick days
Weber allows carry over of unused sick days	

Maximum carryover of sick days

<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>
13	30	700	192
Weber allows 60 days to carryover			

Organizations allowing cash out of unused sick days

<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>
12		Yes (6), No (6)	
Weber does not allow employees to cash out unused sick days			

Accrual of Sick Days

Among the thirteen peer organizations reporting, accrual of sick days ranges from 13 to 120, with an average of 61.25 days. Six peers reported providing employees with an unlimited accrual of sick days. **Weber** allows a maximum of accrual of 60 sick days, which is close to the peer average.

All thirteen responding peer organizations allow carryover of sick day with the average being 192 days. **Weber** allows 60 sick days to carryover annually.

Weber's policies on sick leave are consistent with the peer average; however, **Weber** does not offer options for cashing out unused sick days or allowing employees to donate sick leave to other employees.

Number of cash-out days allowed (Sick)

	<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>	<u>Weber</u>
Year End	6	0	40	28	Does not provide cashout options
Termination	6	Insufficient responses			
Retirement	7	Various peer-specific cash out policies			

Organizations providing a sick leave bank to employees

<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
14	Yes (3), No (11)	Does not provide a sick leave bank

Sick leave donation

	<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>	<u>Weber</u>
Allow employees to donate sick/personal leave	14	Yes (6), No (8)			Weber does not allow employees to donate sick leave
Maximum # of days employees can give to other employees	5	5	62.5	33.75	
Maximum # of days employees can receive from sick/personal leave donations	6	20	130	67.5	

Health Benefits

Fourteen responding peers have Preferred Provider Organization plan (PPO).

None of the responding peers have a Health Maintenance Organization plan (HMO).

Thirteen responding peers have a High-Deductible Health Plan (HDHP).

Preferred Provider Organization (PPO)

	<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>	<u>Weber</u>
Employee-only monthly premium	14	\$42	\$1,209	\$720	\$819.40
% paid by employer	14	75%	94%	85%	80%
Overall deductible	14	\$700	\$3,000	\$1,727	\$1,500
Out-of-Pocket limit	14	\$3,000	\$12,000	\$6,143	\$5,000
Employee + family monthly premium	14	\$200	\$2,556	\$1,584	\$2,337.70
% paid by employer	14	75%	94%	84%	80%
Overall deductible	14	\$1,500	\$9,000	\$2,459	\$3,000
Out-of-Pocket limit	14	\$6,000	\$12,000	\$8,464	\$10,000

PPO Plans

Fourteen responding peer organizations offer a PPO plan, which is the same as what **Weber** provides for employees. **For employee-only coverage**, the average monthly premium is \$568 with **Weber's** cost higher at \$819.40. Employer contributions average 85%, with **Weber** covering 80%. The overall deductible averages \$1,727, while **Weber's** is lower at \$1,500. **Weber's** out-of-pocket limit of \$5,000 is below the peer average of \$6,143.

For employee + family coverage, the average monthly premium is \$1,584, which is below **Weber's** \$2,337.70. **Weber's** 80% employer contribution is lower than the peer average of 84%. **Weber's** overall deductible is \$3,000 compared with \$2,459 for the peer average. **Weber's** out-of-pocket limit of \$10,000 is higher than the peer average of \$8,464.

Health Maintenance Organization (HMO) - No responses were received

High Deductible Health Plans (HDHP)

	<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>	<u>Weber</u>
Employee-only monthly premium	13	\$18.96	\$852	\$505	\$686.70
% paid by employer	13	77%	100%	92%	90%
Overall deductible	13	\$1,600	\$2,750	\$2,038	\$3,500
Out-of-Pocket limit	12	\$2,750	\$4,000	\$3,368	\$3,500
Employee + family monthly premium	13	\$54.58	\$2,301	\$1,383	\$1,958.10
% paid by employer	13	77%	100%	91%	90%
Overall deductible	13	\$3,200	\$6,000	\$3,954	\$7,000
Out-of-Pocket limit	12	\$5,500	\$11,200	\$7,275	\$7,000

Health Savings Account (HSA)

	<u>Number of Responses</u>	<u>Responses</u>
Contributes to a Health Savings Account	13	All responding peers make contributions to HSAs
Annual Amount	13	Various annual amounts per peer

HDHP Plans

Thirteen responding peer organizations offer a HDHP plan. For employee-only coverage, the average monthly premium is \$505 with **Weber's** cost higher at \$686.70. Employer contributions average 92%, with **Weber** covering 90%. The overall deductible averages \$2,038, while **Weber's** is higher at \$3,500. **Weber's** out-of-pocket limit of \$3,500 is slightly above the peer average of \$3,368. For employee + family coverage, the average monthly premium is \$1,383, with **Weber** higher at \$1,958.10. **Weber's** employer contribution is 90%, which is close to the peer average of 91%.

Participation policies

	<u>Number of Responses</u>	<u>Responses</u>
Organizations requiring 100% participation of all regular full-time employees	15	None of the peers requires 100% participation
Organizations providing compensation to employees not participating	15	Yes (7), No (8)

Prescription drug coverage

	<u>Number of Responses</u>	<u>Responses</u>
Organizations providing prescription drug coverage	14	All responding peers provide Rx drug coverage
Coverage separate from health insurance	14	Rx drug coverage is part of health insurance at all the peers

Health Participation Policies

Out of fifteen responding peer organizations, none require 100% participation of all full-time employees. Seven organizations compensate employees who opt out of health insurance participation while eight do not.

Regarding prescription drug coverage, all 14 participating peers provide it as part of their health insurance plan.

Dental insurance coverage

	<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>	<u>Weber</u>
Organizations providing dental insurance coverage	14	All responding peers offer dental insurance and all but 1 peer have dental coverage separate from health insurance			Yes
Employee-only monthly premium	13	\$0	\$66.04	\$30.62	\$33.24
% paid by employer	12	50%	100%	83%	90%
Employee + family monthly premium	13	\$18	\$125.04	\$87.71	\$84.36
% paid by employer	12	50%	100%	72%	90%

Vision Insurance

	<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>	<u>Weber</u>
Organizations providing vision insurance coverage	14	All responding peers offer vision insurance.			Yes
Coverage is separate from health insurance	14	Yes (13), No (1)			Yes
Employee-only monthly premium	12	\$0	\$54.90	\$9.95	\$13.24
% paid by employer	12	0%	100%	29%	0%
Employee + family monthly premium	12	\$7.86	\$102.20	\$24.16	\$36.82
% paid by employer	12	0%	80%	18%	0%

Dental premiums

All fourteen responding peer organizations provide dental insurance coverage, with premiums separate from health insurance. For employee-only coverage, monthly premiums range from \$0 to \$66.04, with an average of \$30.62, and employers cover an average of 83% of the cost. For employee + family coverage, monthly premiums range from \$18 to \$125.04, with an average of \$87.71, and employers contribute an average of 72%. This reflects that while dental coverage is common, employer contributions vary significantly across organizations.

Two peers pay 100% of the monthly employee and dental premiums.

Other Health Benefits

Life Insurance

	<u>Number of Responses</u>	<u>Responses</u>			<u>Weber</u>
Organizations providing life insurance	15	All responding peers offer life insurance			Yes
Life insurance benefit provided by employer to employees	13	All responding peers offer various life insurance options			
		<u>Least</u>	<u>Most</u>	<u>Average</u>	
Total monthly premium cost	12	Varies	Varies	Varies	
Maximum life insurance policy available to employees	13	\$25,000	\$600,000	\$241,364	\$300,000

Accidental Death & Dismemberment (AD&D)

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
Organizations providing AD&D insurance	15	All responding peers offer AD&D	No
% paid by employer	13	Most 100% (8), Least 0% (1), Avg 87%	0%

Life Insurance

Like **Weber**, all fifteen responding organizations provide life insurance, with the total monthly premium cost varying widely. The maximum life insurance policy available averages \$241,364 with **Weber** offering \$300,000.

Accidental Death & Dismemberment (AD&D)

All fifteen respondents provide AD&D insurance, with 8 out of 13 organizations covering 100% of the cost.

Overall, **Weber** provides life insurance but not AD&D coverage, this differs from its peers who offer both.

Short-Term and Long-Term Disability Insurance

	<u>Number of Responses</u>	<u>Responses</u>			<u>Weber</u>
Provide short-term disability	15	No (1), Yes (14)			Yes
% of employee base pay provided	13	<u>Least</u>	<u>Most</u>	<u>Average</u>	66%
% paid by employer	8	60%	100%	65%	
Provide long-term disability	15	No (1), Yes (14)			yes
% of employee base pay provided	12	<u>Least</u>	<u>Most</u>	<u>Average</u>	100%
% paid by employer	11	50%	70%	62%	
		<u>Least</u>	<u>Most</u>	<u>Average</u>	
		100%	100%	100%	

Short-Term and Long-Term Disability Insurance

Weber offers both short-term (STD) and long-term disability (LTD) insurance, with 66% of employee base pay covered, aligning with peer averages. All peer organizations contribute to the cost of LTD (100% employer-paid). **Weber** also covers 100% of LTD premiums.

Parental leave (maternity, paternity, adoption, or foster leave)

	<u>Number of Responses</u>	<u>Responses</u>			<u>Weber</u>
Do you provide paid parental leave?	15	No (5), Yes (10)			Yes
Paid parental leave is separate from FMLA and short-term disability	11	No (3), Yes (8)			
		<u>Least</u>	<u>Most</u>	<u>Average</u>	
Time allowed for Maternity leave	9	2 weeks	12 weeks	5.22 weeks	Maternity 4 wks
Time allowed for Paternity leave	9	2 weeks	12 weeks	4.78 weeks	Paternity 2 wks
Time allowed for Adoption/Foster leave	9	2 weeks	12 weeks	4.78 weeks	Adoption 2 wks
% of salary provided during leave		All responding peers pay 100% of salary			100% of salary
% of salary provided during leave		All responding peers pay 100% of salary			100% of salary

Parental Leave

Ten out of 15 responding peer organizations provide paid parental leave, averaging 4.93 weeks with 100% of salary, separate from FMLA and STD. **Weber** also offers 100% paid parental leave.

FMLA

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
Provide Family Medical Leave Act (FMLA) benefits	16	Yes (15), No (1)	Yes
Using paid vacation or sick leave concurrent to FMLA benefits	16	Required (12), Not Required (1), Voluntary (3)	<i>Required</i>
Using short-term disability concurrent to FMLA	16	Required (3), Not Required (2), Voluntary (8), Not Offered (2), Not Applicable (1)	<i>Required</i>

Retirement

Social Security

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
Organizations contribute to Social Security	14	No (1), Yes (13)	Yes

Defined Benefit (pension) Retirement Plans and 401K Plan

	<u>Number of Responses</u>	<u>Responses</u>			<u>Weber</u>
Plan Name (Defined Benefit)	9	Various Plans			Utah Retirement Systems
Employee Contributions Required	9	No (2), Yes (5)			Yes
% of Base	12	Depends on Tier			Depends on Tier
Max Employer Contribution	4	<u>Least</u>	<u>Most</u>	<u>Average</u>	General: 10% Safety: 16.59%
Formula Used to Calculate Benefit	7	Flat-Benefit (1), Career-Average (2), Final-Pay (3)			Final-Pay
Employee groups plans is available too	8	All Employees (5), Other (please explain) (3)			All Employees
Plan Name (401K)	9	Various Plans			Utah Retirement Systems
% of Base		<u>Least</u>	<u>Most</u>	<u>Average</u>	
Max Employer Match	6	0%	16%	6%	2%
Years of service for vesting	6	0	4	3.2	4

Defined Benefit (pension) Retirement Plans & 401K

Weber offers a defined benefit pension plan with a 2% employer match. Four responding peers also provide employer match of contributions, ranging from 3% to 14.76%. **Weber** uses a "final pay" formula for calculating benefits, in line with three (3) other peers.

Nine peers provide deferred compensation (457) plans and all allow employees to contribute up to the IRS maximum.

457 Deferred Compensation Plan

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
Plan Name	9	Various Plans	Utah Retirement Systems
Deferred Compensation (457) plans offered	9	Various Plans	Utah Retirement Systems
Maximum employer match of employee contributions	5	0% (3), 3% (2)	
Maximum employee contributions allowed	5	All responding peers allow employees to contribute the IRS maximum	
Allow employer contributions to match more than one plan	8	Yes (2), No (5), Other (please explain) (1)	

Retiree insurance

	<u>Number of Responses</u>	<u>Responses</u>		
Group health insurance available to retirees	14	Yes (6), No (5), Other (3)		
% paid by employer	6	<u>Least</u>	<u>Most</u>	<u>Average</u>
		22%	80%	51%



Utah Retirement System (URS) Rate 2024

	Number of Responses	Responses			Weber
Organization pick up the URS rate of Public Safety employees?	13	Yes (10), No (3)			Yes (partial)
Give a stipend to offset the increase in rates for public employees?	11	Yes (5), No (6)			Yes
if Yes, please explain:	5	(4) respondents provide direct salary enhancements ranging from 1%-2.14% or matching the rate increase, (1) respondent reports normal increases while recognizing rising costs			
Do you provide an Employer contribution or match to an employee's 401(k) or 457?	13	Yes (10), No (3)			Final-Pay Yes
If so, how much do you contribute?	10	Least 2%	Most 6%	Average 3%	2% 401K

URS Rate 2024

All participating peers' provide employees a general 1% to 2.14% salary increase stipend or matching the rate increase, with additional peer reporting they provide normal increases while recognizing rising costs. In 2024, **Weber County** did not pick up the URS Rate for Public Safety Employees, instead provided employees with a salary increase.

Supplemental Pay & Other Benefits

Tuition Reimbursement

	<u>Number of Responses</u>	<u>Responses</u>
Provides tuition reimbursement for employees	15	Yes (8), No (7)
Weber County provides Tuition Reimbursement		

Tuition Reimbursement Amount Provided (annually)

<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>	<u>Weber County</u>
8		Various Responses		Up to 50% based on budget

Student Loan Payment Contributions

	<u>Number of Responses</u>	<u>Responses</u>
Provides student loan payment contributions	15	None provide this benefit
Weber County provides student loan payment contributions up to \$5,250		

Hazard Pay

	<u>Number of Responses</u>	<u>Responses</u>
Provides employees with wellness or work balance days	13	Yes (4), No (9)
Weber County does not provide hazard pay		

Tuition Reimbursement

Eight of the fifteen peer organizations provide tuition reimbursement, indicating that this benefit is common at half the peers. **Weber** also provides tuition reimbursement and at a rate of up to 50% of tuition based on budget.

Student Loan Payment Contributions

Weber is the only organization that offers this benefit which demonstrates a strong commitment to valuing education and assisting employees.

Hazard Pay

Out of thirteen responding peers, four offer hazard pay at various rates.

Collateral/Special Assignment Pay (Public Safety)

<u>Number of Responses</u>	<u>Responses</u>	<u>Weber County</u>
8	Yes (6), No (7)	Yes

Special Assignment Pay (Public Safety)

Weber offers Trainer Pay where employee get the equivalent to 1 hour of pay per shift, as well as Event pay for Lieutenants, Captains, Chief, and Sheriff that works a special event shift will be compensated at a rate of \$35.00 / hour.

Parking or Commuter Benefits

	<u>Number of Responses</u>	<u>Responses</u>
Provide parking or commuter benefits	15	Yes (3), No (12)
Weber County does not offer parking or commuter benefits		

Wellness or Fitness Reimbursement

	<u>Number of Responses</u>	<u>Responses</u>
Number of Responses	15	Yes (8), No (7)
Amount provided to employees	All responding peers offer employees varying annual wellness or fitness stipends	
Weber County provides fitness reimbursement		

Wellness

Weber along with eight peers offer fitness reimbursement.

Referral or Recruitment Bonus

	<u>Number of Responses</u>	<u>Responses</u>
Referral or recruitment bonus	15	Yes (8), No (7)
Weber County does provide referral and recruitment bonuses to Public Safety employees.		

Referral and Recruitment Bonuses

Eight peers offer some form of referral and/or recruitment bonus. **Weber** offers a tiered bonus payout to Public Safety employees who refer successful candidates and POST-certified lateral hires.

Special Skills Pay (Bilingual pay)

	<u>Number of Responses</u>	<u>Responses</u>
Provide employees with special skills pay	15	Yes (9), No (6)
Amount provided to employees	9	(4) respondents provide pay differentials ranging from \$1,071-\$5,250/year, paid out per-pay-period and dependent on language and usage, (2) respondents pay a fixed hourly rate on top of base pay ranging from \$0.50/hr-\$1/hr, (2) respondents indicated no concrete policy but that bilingual pay is included or may be considered in the hiring wage/bonus, (1) respondent pays a fixed percentage on top of base pay at 1%
Weber County provides special skills pay		

License or Certification Pay

	<u>Number of Responses</u>	<u>Responses</u>
Provide employees with special skills pay	15	Yes (3), No (12)
Amount provided to employees	4	Policies vary for every peer
Weber County does not provide license or certification pay		

Work Week

	<u>Number of Responses</u>	<u>Responses</u>
Flexible Work Schedule/ Compressed Work Week	15	Yes (12), No (3)
Telecommute (full or partial)	12	Yes (9), No (3)
Weber County provides both flex work schedule and telecommute options		

Bilingual Pay

Nine of the fifteen peer organizations provide bilingual pay. Of those, four provide flat per-pay-period differentials, three provide a fixed hourly dollar amount or percentage rate on top of base pay, and two didn't specify a written policy. **Weber** provides bilingual pay at a rate of \$100/month.

License or Certification Pay

Three of the fifteen peer organizations provide license or certification pay, with policies varying among those peers. **Weber**, along with the remaining responding peers, do not provide license or certification pay.

Work Week

Out of fifteen responding peers, twelve offer flexible work schedules or compressed work weeks. Nine offer full or partial telecommuting. **Weber** offers both flex work schedules and telecommute options.

Development Program

	Number of Responses	Responses
Formal or Informal Development Program	15	Yes (9), No (6)
External training Opportunities	14	Yes (12), No (2)
Weber County provides internal development program and external opportunities.		

Development Program

Nine of the fifteen peer organizations provide a formal or informal development program, while twelve of fourteen responding peers offer external training opportunities. **Weber** provides an internal development program with external training opportunities.

Formal or Informal Recognition Program

	Number of Responses	Responses
Have a recognition program	12	All responding peers have recognition programs
Reward Type		Both (7), Monetary (2), Non-Monetary (3)
Weber County provides both formal and informal recognition programs.		

Recognition Program

All twelve responding peers have recognition programs. Of them, two offer monetary awards, three offer non-monetary awards, and seven offer both types. **Weber** has recognition programs that offer both monetary and non-monetary awards.

Clothing Program

	Number of Responses	Responses	Weber County
Provide clothing allowance	15	No (2), Yes (13)	Yes
Employee group available to	13	All employees (1), Public Safety Only (1), Covered Employees Only (6), Other (5)	Covered Employees Only

Clothing Program

Out of fifteen responding peers, thirteen provide a clothing allowance, with respondents varying across which employee groups are eligible for this allowance. **Weber** offers covered employees a clothing allowance.

Relocation/Moving Expenses

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber County</u>
Organization provide relocation or moving expenses for out-of-state new hires	14	Yes (5), No (9)	No
Annual amount	5	Various policies and amounts	N/A

Relocating/Moving Expenses

Of fourteen responding peers, five offer relocation or moving expenses for out-of-state new hires, with policies and amounts varying across all five. **Weber** does not provide any coverage for relocation or moving expenses.

Part-time staff benefits

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber County</u>
Provide specific benefits to part-time staff seeking professional career	15	Yes (2), No (13)	Yes
Please explain		Insufficient participation	

Part-Time Staff Benefits

Two of fifteen peer organizations, along with **Weber**, provide specific benefits to part-time staff seeking professional career. **Weber's** part-time benefit package includes accrued leave, holidays, and retirement.

COVID-19 Policies

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber County</u>
Organization pay policies, pay practices, benefits, etc. change in 2020 because of the COVID-19 pandemic	13	Yes (3), No (10)	No
Employee group available to	13	Various policy and pay changes	

COVID-19 Policies

Out of thirteen responding peers, three reported that organization pay policies, pay practices, benefits, etc. changed in various ways in 2020 due to the start of the COVID-19 pandemic **Weber** reported no change.

Compensation Philosophy

	<u>Number of Responses</u>	<u>Responses</u>
Adopted a formal compensation philosophy	14	No (4), Yes (8)
Employee group available to	8	Various policies*
Weber County does not have a formal compensation philosophy		

Total Compensation

	<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>	<u>Weber County</u>
Number of employees in organization	15	82	23,870	2,606	881
Operating Budget Fiscal Year 2025	14	\$71,529,556	\$30,029,583,100	\$2,630,306,779	\$316,000,000
Population Served - 2020 or earlier	15	38,000	1,186,000,000	79,498,543	262,658
Regular Base Pay	9	\$14,772,880	\$1,186,063,182	\$225,434,569	\$62,500,216
Paid Time Off	7	\$1,417,726	\$129,149,771	\$34,031,983	\$9,587,118
Other Pay	8	\$788,190	\$30,039,764	\$8,314,942	\$1,062,460
Total Direct Compensation	10	\$16,190,606	\$1,326,891,035	\$220,978,214	\$73,149,794
Employer Cost for Defined Benefit Program (Pension)	11	\$586,094	\$132,742,823	\$27,678,714	\$8,540,667
Employer Cost for Defined Contribution Program (401k)	10	\$439,552	\$41,981,813	\$6,297,672	\$1,489,640



Employer Cost for Deferred Contribution Program (457)	0	Insufficient Participation			Employee Paid
Student Loan Payment/Contributions	5	\$0	\$0	\$0	\$78,548
Health Insurance	11	\$2,901,102	\$126,203,482	\$26,530,776	\$11,278,998
Health Savings Account Match	8	\$41,528	\$14,596,132	\$2,089,234	\$549,666
Dental Insurance	10	\$165,294	\$13,975,271	\$2,038,039	\$498,345
Vision Insurance	8	\$0.00	\$118,587	\$22,039	Employee Paid
Life Insurance	11	\$9,975	\$1,363,436	\$235,674	Employee Paid
Short Term Disability	5	\$0	\$1,520,923	\$304,184	Employee Paid
Long Term Disability	9	\$100,647	\$9,835,644	\$1,419,786	\$321,490
Employee Assistance Plan/Program	6	\$0	\$36,000	\$18,084	\$30,548
Tuition Reimbursement/ Assistance	7	\$0	\$70,295	\$13,913	\$27,310
Recognition Programs	6	\$0	\$340,427	\$75,781	\$21,241
Wellness Programs	6	\$0	\$118,000	\$30,298	\$6,137

#	Department	Benchmark Position	Matches	Avg Minimum	Average Midpoint	Avg Maximum	% Range Spread
1	Animal Control	Animal Control Officer	8	\$47,293.22	\$58,492.14	\$69,691.06	47%
2	Animal Shelter	Animal Services Worker	6	\$39,613.48	\$49,161.02	\$58,708.55	48%
3	Animal Shelter	Division Director - Animal Shelter	6	\$96,633.63	\$121,565.10	\$146,496.56	52%
4	Assessor	Appraiser Technician II	5	\$44,568.03	\$54,488.09	\$64,408.14	45%
5	Assessor	Certified General Appraiser	5	\$81,421.35	\$105,895.21	\$118,168.46	45%
6	Assessor	Certified Residential Appraiser	4	\$71,518.40	\$88,582.39	\$102,698.19	44%
7	Assessor	Land Appraiser	3	\$69,231.60	\$84,569.38	\$99,907.17	44%
8	Assessor	Licensed Appraiser	4	\$63,773.15	\$76,899.31	\$90,745.69	42%
9	Assessor	Personal Property Appraiser I	7	\$49,000.94	\$59,821.91	\$70,642.88	44%
10	Assessor	Personal Property Division Administrator	4	\$95,749.91	\$119,007.58	\$142,265.25	49%
11	Assessor	Real Estate Assessment Manager	4	\$90,751.44	\$113,286.31	\$135,821.17	50%
12	Assessor	Real Property Quality Assurance	3	\$63,008.89	\$76,793.44	\$90,577.99	44%
13	Attorney	Deputy County Attorney I	13	\$91,035.76	\$115,542.46	\$135,740.58	49%
14	Attorney	Deputy County Attorney III	13	\$123,638.66	\$156,322.12	\$189,247.11	53%
15	Attorney-Civil	Chief Civil Attorney	9	\$143,993.35	\$176,624.05	\$209,254.75	45%
16	Attorney-Criminal	Administrator /Chief Investigator	3	\$97,111.40	\$118,595.22	\$140,079.04	44%
17	Attorney-Criminal	Chief Criminal Attorney	8	\$143,732.60	\$176,671.97	\$209,611.34	46%
18	Attorney-Criminal	Investigator II	5	\$61,851.15	\$81,130.49	\$100,409.83	62%
19	Attorney-Criminal	Legal Secretary II	9	\$45,514.27	\$54,825.67	\$64,137.06	41%
20	Attorney-Criminal	Legal Technician	6	\$47,100.79	\$59,529.45	\$68,803.02	46%
21	Attorney-Criminal	Victim Coordinator	12	\$50,125.13	\$61,753.54	\$72,540.07	45%
22	Attorney-Criminal	Victim Coordinator Supervisor	8	\$60,945.20	\$75,237.62	\$89,530.04	47%
23	Building Inspection	Building Inspection/Plans Examiner I	12	\$56,109.60	\$72,580.13	\$84,855.14	51%
24	Building Inspection	Division Director - Building Inspection	6	\$91,745.22	\$112,673.26	\$133,601.30	46%
25	Building Inspection	Permit Technician	12	\$47,576.52	\$57,708.04	\$68,602.59	44%
26	Building Inspection	Senior Building Inspector/Plans Examiner	10	\$67,817.69	\$86,671.77	\$99,766.56	47%
27	Childrens Justice Center	Division Director - Childrens Justice Center	10	\$83,511.13	\$99,669.56	\$117,312.32	40%
28	Childrens Justice Center	Forensic Interviewer	10	\$57,976.08	\$70,289.07	\$82,602.06	42%
29	Childrens Justice Center	Human Services Specialist I	6	\$45,973.98	\$54,507.79	\$67,729.86	47%
30	Clerk Auditor	Deputy Clerk For The Boe	7	\$43,687.11	\$55,934.27	\$65,619.33	50%
31	Clerk Auditor	Division Director - Clerk Auditor (Comptroller)	5	\$94,270.83	\$140,656.04	\$176,727.62	87%
32	Clerk Auditor	Public Services Manager	2	Insufficient Data			
33	Clerk Auditor	Tax Relief Specialist	4	\$43,638.04	\$52,876.72	\$62,115.41	42%
34	Commission	Public Relations Manager	8	\$79,317.33	\$97,731.64	\$118,234.63	49%
35	County Sports Shooting Complex	Gun Range Manager	0	Insufficient Data			
36	Crime Scene Investigation	Crime Scene Investigation Evidence Analyst Technician II	9	\$57,241.15	\$69,958.96	\$82,676.76	44%
37	Crime Scene Investigation	Crime Scene Investigation Supervisor	6	\$67,700.59	\$88,090.59	\$108,480.58	60%
38	Economic Development	Division Director - Economic Development	8	\$115,085.11	\$137,736.25	\$167,391.79	45%
39	Elections	Elections Administrator	9	\$76,995.29	\$97,553.14	\$118,110.99	53%
40	Elections	Elections Support Specialist	7	\$44,439.42	\$53,943.68	\$63,447.95	43%
41	Engineering	Civil Engineer II	16	\$75,093.73	\$94,795.50	\$114,497.27	52%
42	Engineering	Civil Engineer III	12	\$81,830.81	\$104,751.76	\$127,672.71	56%
43	Engineering	Division Director - Engineering	12	\$107,941.31	\$139,814.30	\$169,141.32	57%
44	Engineering	Engineering Technician	14	\$50,124.82	\$62,839.38	\$75,553.95	51%
45	Garage	Equipment Mechanic I	21	\$47,032.03	\$59,160.15	\$68,400.30	45%
46	Geographic Information Systems	GIS Project Manager	13	\$85,922.95	\$108,108.92	\$128,180.72	49%
47	Geographic Information Systems	GIS Specialist	15	\$60,142.38	\$75,232.63	\$87,828.96	46%
48	Golden Spike Event Center	Food and Beverage Supervisor	7	\$38,257.41	\$47,165.36	\$56,073.32	47%

#	Department	Benchmark Position	Matches	Avg Minimum	Average Midpoint	Avg Maximum	% Range Spread
49	Golden Spike Event Center	Senior Event Manager	11	\$57,444.86	\$77,015.34	\$86,383.39	50%
50	Homeland Security	Emergency Management Technician	6	\$60,370.81	\$74,028.37	\$87,685.93	45%
51	Human Resources	Benefits and Compensation Administrator	16	\$68,636.06	\$87,301.34	\$103,274.18	50%
52	Human Resources	Department Head - Administrative Services (HR Director)	19	\$113,031.81	\$150,928.31	\$184,801.23	63%
53	Human Resources	Human Resources Generalist I	19	\$58,709.12	\$73,942.60	\$87,849.35	50%
54	Human Resources	Training and Risk Manager	11	\$75,121.33	\$91,064.84	\$107,008.34	42%
55	Ice Sheet	Division Director - Ice Sheet	0	Insufficient Data			
56	Information Technology	Cybersecurity Analyst	6	\$77,251.02	\$95,726.87	\$114,202.72	48%
57	Information Technology	Division Director - Information Technology	16	\$126,591.41	\$164,945.14	\$197,803.51	56%
58	Information Technology	Information Security Officer	9	\$93,008.53	\$123,058.61	\$153,108.68	65%
59	Information Technology	Network Administrator	18	\$75,047.12	\$94,580.76	\$114,114.40	52%
60	Information Technology	Service Desk Analyst I	11	\$59,971.31	\$75,292.86	\$92,654.58	54%
61	Information Technology	Software Developer	10	\$70,622.45	\$91,196.13	\$111,769.81	58%
62	Information Technology	Systems Analyst	9	\$76,299.87	\$98,791.85	\$119,367.90	56%
63	Information Technology	Telecommunications Support Engineer	6	\$59,879.76	\$75,768.57	\$91,657.38	53%
64	Information Technology	Web Developer	12	\$60,083.48	\$77,404.20	\$94,724.92	58%
65	Internal Audit	Internal Auditor	10	\$69,231.40	\$86,787.76	\$104,344.12	51%
66	Jail	Computer Systems Support Technician - Sheriff	10	\$49,053.73	\$63,085.82	\$77,117.91	57%
67	Jail	Correctional Assistant	6	\$43,766.12	\$52,154.10	\$60,542.07	38%
68	Jail	Deputy Sheriff Captain	3	\$122,297.30	\$135,631.72	\$148,966.13	22%
69	Jail	Deputy Sheriff Corrections	9	\$61,603.93	\$73,917.99	\$85,921.00	39%
70	Jail	Deputy Sheriff Corrections Corporal	1	Insufficient Data			
71	Jail	Deputy Sheriff Corrections Lieutenant	9	\$98,552.38	\$115,468.55	\$126,623.49	28%
72	Jail	Deputy Sheriff Corrections Sergeant	9	\$87,160.52	\$96,376.73	\$106,293.70	22%
73	Jail	Division Director - Jail (Finance Manager)	7	\$83,038.75	\$102,027.41	\$121,016.06	46%
74	Jail	Evidence Technician	11	\$46,072.18	\$56,409.33	\$66,746.49	45%
75	Jail	Justice Programs Supervisor	4	\$64,250.28	\$76,224.63	\$88,198.99	37%
76	Jail	Lead Case Manager - Sheriff	3	\$61,599.52	\$72,691.50	\$83,783.48	36%
77	Jail	Public Safety Office Manager	8	\$56,816.24	\$69,535.59	\$82,254.95	45%
78	Library	Assistant Library Director II	4	\$80,723.00	\$100,338.48	\$115,677.51	43%
79	Library	Assistant Specialist Business I	5	\$38,195.67	\$49,537.15	\$58,459.49	53%
80	Library	Assistant Specialist IT I	5	\$39,045.49	\$47,877.73	\$56,709.96	45%
81	Library	Assistant Specialist Public/Technical Services I	4	\$34,330.69	\$46,673.07	\$53,880.52	57%
82	Library	Associate Manager Business I	0	Insufficient Data			
83	Library	Associate Manager IT I	2	Insufficient Data			
84	Library	Associate Manager Property I	1	Insufficient Data			
85	Library	Associate Specialist Public/Support Services I	3	\$42,322.82	\$55,219.09	\$68,115.36	61%
86	Library	Associate Specialist Public/Technical Services II	2	Insufficient Data			
87	Library	Department Director - Library	7	\$111,182.50	\$136,951.08	\$161,200.84	45%
88	Library	Librarian Assistant Division/Program Manager I	6	\$66,252.23	\$84,025.23	\$101,798.23	54%
89	Library	Librarian Public/Technical Services I	3	\$52,508.44	\$62,346.79	\$77,381.16	47%
90	Library	Library Specialist Assistant IT Manager II	2	Insufficient Data			
91	Library	Library Specialist Public/Support Services III	4	\$43,517.65	\$59,614.45	\$75,711.25	74%
92	Library	Professional Business Manager Buildings III	2	Insufficient Data			
93	Library	Professional Business Manager Division/Support Services I	3	\$65,937.35	\$80,490.61	\$95,043.86	44%
94	Library	Professional Business Manager Division/Support Services III	1	Insufficient Data			
95	Library	Professional Business Manager IT III	2	Insufficient Data			
96	Library	Technical Specialist Business I	3	\$39,590.35	\$48,990.49	\$58,390.63	47%

#	Department	Benchmark Position	Matches	Avg Minimum	Average Midpoint	Avg Maximum	% Range Spread
97	Multiple	Accountant II - Multiple	18	\$59,221.54	\$75,609.80	\$91,275.70	54%
98	Multiple	Box Office Coordinator	3	\$40,765.91	\$52,948.85	\$65,131.79	60%
99	Multiple	Building Service Worker I - Multiple	19	\$42,314.80	\$52,697.10	\$62,562.08	48%
100	Multiple	Building Service Worker III - Multiple	12	\$53,103.18	\$65,277.53	\$77,451.88	46%
101	Multiple	Business Office Manager I - Multiple	7	\$55,381.96	\$67,119.48	\$78,856.99	42%
102	Multiple	Equipment Operator I	17	\$45,743.98	\$56,982.22	\$66,969.46	46%
103	Multiple	Event Manager	11	\$59,964.37	\$74,266.82	\$88,569.27	48%
104	Multiple	Executive Assistant To Elected Official	15	\$54,156.78	\$68,739.19	\$82,282.91	52%
105	Multiple	Facilities Manager - Multiple	15	\$76,663.88	\$96,971.57	\$118,207.00	54%
106	Multiple	Food And Beverage Manager	9	\$56,353.81	\$72,935.77	\$86,758.23	54%
107	Multiple	Housekeeper	12	\$33,494.13	\$40,852.39	\$48,210.65	44%
108	Multiple	Lead Accountant - Multiple	14	\$68,930.22	\$88,166.59	\$107,402.95	56%
109	Multiple	Lead Building Service Worker - Multiple	10	\$52,409.03	\$65,559.84	\$78,710.65	50%
110	Multiple	Lead Office Specialist - Multiple	7	\$36,432.67	\$46,290.88	\$56,149.10	54%
111	Multiple	Lead Support Clerk - Multiple	5	\$35,420.97	\$48,315.75	\$61,210.53	73%
112	Multiple	Legal Secretary I	15	\$45,283.40	\$56,342.48	\$67,401.56	49%
113	Multiple	Office Specialist I - Multiple	15	\$37,801.95	\$47,459.24	\$55,691.80	47%
114	Multiple	Office Specialist III - Multiple	9	\$39,553.75	\$52,083.59	\$59,887.03	51%
115	Multiple	Operations Manager - Multiple	12	\$71,956.17	\$95,149.88	\$118,343.59	64%
116	Multiple	Parks and Recreation Manager	11	\$73,711.42	\$93,563.05	\$113,414.68	54%
117	Multiple	Support Clerk - Multiple	6	\$36,871.29	\$47,897.02	\$58,922.76	60%
118	Ogden Eccles Conference Center	Audio Visual Manager	2	Insufficient Data			
119	Ogden Eccles Conference Center	Audio Visual Technician	7	\$47,028.46	\$59,961.06	\$72,893.65	55%
120	Ogden Eccles Conference Center	Director of Sales	0	Insufficient Data			
121	Ogden Eccles Conference Center	Director of Technical Services	3	\$66,589.34	\$88,111.47	\$109,633.60	65%
122	Ogden Eccles Conference Center	Kitchen Steward	8	\$36,798.25	\$44,806.19	\$52,780.35	43%
123	Ogden Eccles Conference Center	Sales Manager	4	\$54,086.04	\$67,889.11	\$81,692.18	51%
124	Ogden Eccles Conference Center	Social Media Marketing Coordinator	14	\$52,411.06	\$66,673.39	\$80,935.71	54%
125	Ogden Eccles Conference Center	Theater Manager	5	\$65,888.13	\$89,489.79	\$113,091.45	72%
126	Ogden Eccles Conference Center	Theater Technician	3	\$46,932.65	\$57,201.61	\$67,470.56	44%
127	Operations	Community Development Project Coordinator	5	\$68,221.08	\$90,888.74	\$113,556.40	66%
128	Operations	Department Head - Operations	5	\$91,092.08	\$130,801.86	\$170,511.64	87%
129	Operations	Local Transportation Fund Manager	5	\$78,978.92	\$107,448.04	\$135,917.15	72%
130	Parks	Division Director - Parks	6	\$88,636.06	\$111,515.11	\$140,181.62	58%
131	Planning	Division Director - Planning	13	\$98,834.55	\$130,894.85	\$150,410.90	52%
132	Planning	Planner II	19	\$61,514.61	\$77,305.95	\$90,863.75	48%
133	Planning	Planner Technician	5	\$47,473.23	\$56,469.85	\$65,466.48	38%
134	Planning	Principal Planner	11	\$74,217.34	\$93,292.70	\$112,368.07	51%
135	Planning	Zoning Enforcement Officer I	11	\$51,408.12	\$62,348.86	\$73,289.59	43%
136	Property Management	Division Director - Property Management	7	\$79,026.89	\$109,164.16	\$139,301.44	76%
137	Property Management	Electrician	10	\$54,042.48	\$66,806.11	\$79,569.74	47%
138	Property Management	HVAC Technician	10	\$49,676.54	\$62,042.41	\$74,408.29	50%
139	Property Management	Landscape Maintenance Worker	15	\$36,997.45	\$45,033.96	\$53,070.48	43%
140	Property Management	Paint/Sheetrock Specialist	8	\$42,228.52	\$52,273.16	\$62,317.79	48%
141	Property Management	Plumber	7	\$52,497.71	\$65,820.43	\$79,143.14	51%
142	Public Defender	Department Director - Public Defender	2	Insufficient Data			
143	Public Defender	Forensic Social Worker Mitigation Specialist	5	\$50,680.66	\$67,238.00	\$83,795.35	65%
144	Public Defender	Parental Defense Service Coordinator	1	Insufficient Data			

#	Department	Benchmark Position	Matches	Avg Minimum	Average Midpoint	Avg Maximum	% Range Spread
145	Public Defender	Public Defender Attorney (Deputy County Attorney I)	8	\$106,780.35	\$132,228.16	\$157,675.97	48%
146	Purchasing	Buyer II	8	\$56,456.65	\$74,002.81	\$91,548.96	62%
147	Purchasing	Purchasing Agent	10	\$51,525.07	\$65,730.50	\$79,935.93	55%
148	Recorder	Cadastral Map Supervisor	8	\$58,149.20	\$71,164.56	\$84,179.91	45%
149	Recorder	Cadastral Mapper I	11	\$51,201.80	\$65,239.48	\$73,193.96	43%
150	Recorder	Chief Deputy Surveyor/Recorder	9	\$83,470.01	\$104,926.59	\$123,688.35	48%
151	Recorder	Lead Recorder	5	\$51,958.20	\$61,673.15	\$71,388.11	37%
152	Recorder	Recorder I	6	\$43,366.96	\$52,736.92	\$60,143.72	39%
153	Recreation Facilities Admin	Department Head - Culture, Parks, and Recreation	8	\$105,901.50	\$132,145.32	\$158,389.14	50%
154	Recreation Facilities Admin	Lead Digital Marketing Content Creator	12	\$59,230.63	\$73,392.85	\$87,555.08	48%
155	Road and Highway	Division Director - Road and Highway	9	\$91,975.24	\$115,074.51	\$138,173.78	50%
156	Road and Highway	Heavy Equipment Crew Leader	13	\$53,188.38	\$66,074.53	\$78,960.68	48%
157	Road and Highway	Road Supervisor	16	\$65,201.10	\$80,387.42	\$92,979.36	43%
158	Sheriff	Background Investigator	6	\$46,980.03	\$58,231.44	\$69,482.84	48%
159	Sheriff	Case Manager sheriff	7	\$52,564.85	\$62,151.45	\$71,738.05	36%
160	Sheriff	Deputy Sheriff Enforcement - Sheriff	11	\$64,836.01	\$77,021.79	\$89,579.49	38%
161	Sheriff	Deputy Sheriff Enforcement Corporal	3	\$79,710.30	\$96,617.79	\$113,525.27	42%
162	Sheriff	Deputy Sheriff Enforcement Lieutenant	14	\$107,761.50	\$124,547.58	\$140,899.28	31%
163	Sheriff	Deputy Sheriff Enforcement Sergeant	12	\$95,197.37	\$106,818.04	\$117,855.62	24%
164	Sheriff	Deputy Sheriff Trainee	4	\$61,558.04	\$72,338.33	\$83,118.61	35%
165	Surveyor	Division Director - Surveyor	4	\$99,132.66	\$120,873.71	\$142,614.77	44%
166	Surveyor	Surveyor I	8	\$61,071.09	\$78,113.32	\$95,155.55	56%
167	Surveyor	Surveyor III	9	\$76,289.53	\$100,221.18	\$116,592.96	53%
168	Transfer Station	Division Director - Transfer Station	6	\$103,713.56	\$127,214.32	\$150,715.08	45%
169	Transfer Station	Salvage/Recycling Monitor	2	Insufficient Data			
170	Transfer Station	Scale Attendant	3	\$34,498.41	\$41,562.00	\$48,625.59	41%
171	Transfer Station	Site Supervisor	6	\$64,622.08	\$78,617.53	\$92,612.99	43%
172	Transfer Station	Solid Waste Operations Manager	2	Insufficient Data			
173	Transfer Station	Spotter/Operator	3	\$39,943.24	\$51,252.44	\$62,561.63	57%
174	Weber Area Dispatch	911 Lead Dispatcher	7	\$55,033.85	\$65,794.85	\$76,555.85	39%
175	Weber Area Dispatch	911 Manager	5	\$72,224.76	\$88,614.01	\$105,003.25	45%
176	Weber Area Dispatch	911 Supervisor	6	\$66,935.60	\$80,024.97	\$93,114.34	39%
177	Weber Area Dispatch	Dispatch Executive Director	5	\$99,840.84	\$144,676.39	\$189,511.94	90%
178	Weber Area Dispatch	Dispatch IT Manager	3	\$89,358.22	\$109,417.90	\$129,477.58	45%
179	Weber Area Dispatch	Dispatch IT Specialist	1	Insufficient Data			
180	Weber Area Dispatch	Emergency Dispatcher I	7	\$50,762.66	\$63,034.80	\$74,727.54	47%
181	Weber-Morgan Health Department	Accreditation & PM/QI Coordinator	7	\$64,455.84	\$73,661.99	\$97,254.84	51%
182	Weber-Morgan Health Department	Community Health Educator I	9	\$51,363.64	\$64,411.37	\$77,459.10	51%
183	Weber-Morgan Health Department	Community Health Program Manager	8	\$74,791.99	\$91,154.98	\$107,517.97	44%
184	Weber-Morgan Health Department	Community Health Worker II	8	\$50,329.59	\$60,872.68	\$73,076.63	45%
185	Weber-Morgan Health Department	Department Director - Weber-Morgan Health Department	10	\$116,431.65	\$147,544.85	\$172,906.03	49%
186	Weber-Morgan Health Department	Emergency Services Planner	7	\$64,220.01	\$77,477.86	\$90,735.71	41%
187	Weber-Morgan Health Department	Environmental Health Administrator	8	\$87,411.96	\$105,813.83	\$124,215.70	42%
188	Weber-Morgan Health Department	Grant Writer	11	\$60,685.06	\$73,983.81	\$87,282.55	44%
189	Weber-Morgan Health Department	Health Promotion Administrator	10	\$83,569.96	\$100,241.42	\$118,915.44	42%

#	Department	Benchmark Position	Matches	Avg Minimum	Average Midpoint	Avg Maximum	% Range Spread
190	Weber-Morgan Health Department	Licensed Environmental Health Program Manager	6	\$81,128.27	\$99,629.51	\$118,130.75	46%
191	Weber-Morgan Health Department	Licensed Environmental Health Scientist I	5	\$63,178.36	\$78,349.95	\$93,521.54	48%
192	Weber-Morgan Health Department	Nutritionist I	8	\$50,309.99	\$64,825.57	\$79,341.15	58%
193	Weber-Morgan Health Department	Public Health Epidemiologist	10	\$68,825.96	\$85,356.75	\$101,887.54	48%
194	Weber-Morgan Health Department	Public Health Informaticist	6	\$74,891.86	\$95,483.86	\$116,075.86	55%
195	Weber-Morgan Health Department	Public Health Nursing Administrator	6	\$98,413.83	\$120,488.50	\$142,563.18	45%
196	Weber-Morgan Health Department	Registered Nurse II	12	\$70,818.16	\$86,135.46	\$101,604.78	43%
197	Weber-Morgan Health Department	Supervisory Nurse	8	\$82,138.24	\$99,719.54	\$117,300.84	43%
198	Weber-Morgan Health Department	Supervisory Nutritionist	5	\$58,329.50	\$76,611.81	\$94,894.11	63%
199	Weber-Morgan Health Department	WIC Administrator	6	\$82,846.42	\$103,440.85	\$119,824.34	45%

Department	Position Title	Grade	Current Midpoint	Market					
				95% of Mkt	+ / (-) Mkt	Avg. Midpoint	+ / (-) Mkt	105% of Mkt	+ / (-) Mkt
Animal Control	Animal Control Officer	14	\$59,321.60	\$55,567.53	▲6.8%	\$58,492.14	▲1.4%	\$61,416.75	▼(3.4%)
Animal Shelter	Animal Services Worker	10	\$49,940.80	\$46,702.97	▲6.9%	\$49,161.02	▲1.6%	\$51,619.07	▼(3.3%)
Animal Shelter	Division Director - Animal Shelter		\$96,819.97	\$115,486.84	▼(16.2%)	\$121,565.10	▼(20.4%)	\$127,643.35	▼(24.1%)
Assessor	Appraiser Technician II	14	\$59,321.60	\$51,763.68	▲14.6%	\$54,488.09	▲8.9%	\$57,212.49	▲3.7%
Assessor	Certified General Appraiser	22	\$107,463.20	\$100,600.45	▲6.8%	\$105,895.21	▲1.5%	\$111,189.97	▼(3.4%)
Assessor	Certified Residential Appraiser	20	\$90,313.60	\$84,153.27	▲7.3%	\$88,582.39	▲2.0%	\$93,011.51	▼(2.9%)
Assessor	Land Appraiser	22	\$107,463.20	\$80,340.91	▲33.8%	\$84,569.38	▲27.1%	\$88,797.85	▲21.0%
Assessor	Licensed Appraiser	19	\$85,207.20	\$73,054.35	▲16.6%	\$76,899.31	▲10.8%	\$80,744.28	▲5.5%
Assessor	Personal Property Appraiser I	14	\$59,321.60	\$56,830.82	▲4.4%	\$59,821.91	▼(0.8%)	\$62,813.01	▼(5.6%)
Assessor	Personal Property Division Administrator	24	\$125,923.20	\$113,057.20	▲11.4%	\$119,007.58	▲5.8%	\$124,957.96	▲0.8%
Assessor	Real Estate Assessment Manager	24	\$125,923.20	\$107,621.99	▲17.0%	\$113,286.31	▲11.2%	\$118,950.62	▲5.9%
Assessor	Real Property Quality Assurance	19	\$85,207.20	\$72,953.77	▲16.8%	\$76,793.44	▲11.0%	\$80,633.11	▲5.7%
Attorney	Deputy County Attorney I	23	\$116,511.20	\$109,765.34	▲6.1%	\$115,542.46	▲0.8%	\$121,319.59	▼(4.0%)
Attorney	Deputy County Attorney III	28	\$163,144.80	\$148,506.01	▲9.9%	\$156,322.12	▲4.4%	\$164,138.23	▼(0.6%)
Attorney-Civil	Chief Civil Attorney	30	\$179,888.80	\$167,792.85	▲7.2%	\$176,624.05	▲1.8%	\$185,455.25	▼(3.0%)
Attorney-Criminal	Administrator /Chief Investigator		\$136,094.40	\$112,665.46	▲20.8%	\$118,595.22	▲14.8%	\$124,524.98	▲9.3%
Attorney-Criminal	Chief Criminal Attorney	30	\$179,888.80	\$167,838.37	▲7.2%	\$176,671.97	▲1.8%	\$185,505.57	▼(3.0%)
Attorney-Criminal	Investigator II		\$106,454.40	\$77,073.97	▲38.1%	\$81,130.49	▲31.2%	\$85,187.02	▲25.0%
Attorney-Criminal	Legal Secretary II	12	\$54,308.80	\$52,084.38	▲4.3%	\$54,825.67	▼(0.9%)	\$57,566.95	▼(5.7%)
Attorney-Criminal	Legal Technician	14	\$59,321.60	\$56,552.98	▲4.9%	\$59,529.45	▼(0.3%)	\$62,505.93	▼(5.1%)
Attorney-Criminal	Victim Coordinator	16	\$71,344.00	\$58,665.86	▲21.6%	\$61,753.54	▲15.5%	\$64,841.21	▲10.0%
Attorney-Criminal	Victim Coordinator Supervisor	17	\$76,544.00	\$71,475.74	▲7.1%	\$75,237.62	▲1.7%	\$78,999.50	▼(3.1%)
Building Inspection	Building Inspection/Plans Examiner I	20	\$90,313.60	\$68,951.12	▲31.0%	\$72,580.13	▲24.4%	\$76,209.13	▲18.5%
Building Inspection	Division Director - Building Inspection		\$108,261.38	\$107,039.59	▲1.1%	\$112,673.26	▼(3.9%)	\$118,306.92	▼(8.5%)
Building Inspection	Permit Technician	15	\$64,459.20	\$54,822.64	▲17.6%	\$57,708.04	▲11.7%	\$60,593.44	▲6.4%
Building Inspection	Senior Building Inspector/Plans Examiner	22	\$107,463.20	\$82,338.18	▲30.5%	\$86,671.77	▲24.0%	\$91,005.36	▲18.1%
Childrens Justice Center	Division Director - Childrens Justice Center		\$97,027.58	\$94,686.08	▲2.5%	\$99,669.56	▼(2.7%)	\$104,653.04	▼(7.3%)
Childrens Justice Center	Forensic Interviewer	16	\$71,344.00	\$66,774.61	▲6.8%	\$70,289.07	▲1.5%	\$73,803.52	▼(3.3%)
Childrens Justice Center	Human Services Specialist I	13	\$56,690.40	\$51,782.40	▲9.5%	\$54,507.79	▲4.0%	\$57,233.18	▼(0.9%)
Clerk Auditor	Deputy Clerk For The Boe	15	\$64,459.20	\$53,137.55	▲21.3%	\$55,934.27	▲15.2%	\$58,730.98	▲9.8%
Clerk Auditor	Division Director - Clerk Auditor (Comptroller)		\$146,528.58	\$133,623.23	▲9.7%	\$140,656.04	▲4.2%	\$147,688.84	▼(0.8%)
Clerk Auditor	Public Services Manager	16	\$71,344.00	Insufficient data					
Clerk Auditor	Tax Relief Specialist	11	\$51,656.80	\$50,232.89	▲2.8%	\$52,876.72	▼(2.3%)	\$55,520.56	▼(7.0%)
Commission	Public Relations Manager	21	\$99,257.60	\$92,845.06	▲6.9%	\$97,731.64	▲1.6%	\$102,618.22	▼(3.3%)
County Sports Shooting Complex	Gun Range Manager	20	\$90,313.60	Insufficient data					
Crime Scene Investigation	Crime Scene Investigation Evidence Analyst Technician II	16	\$71,344.00	\$66,461.01	▲7.3%	\$69,958.96	▲2.0%	\$73,456.90	▼(2.9%)
Crime Scene Investigation	Crime Scene Investigation Supervisor	19	\$85,207.20	\$83,686.06	▲1.8%	\$88,090.59	▼(3.3%)	\$92,495.11	▼(7.9%)
Economic Development	Division Director - Economic Development		\$126,306.44	\$130,849.44	▼(3.5%)	\$137,736.25	▼(8.3%)	\$144,623.07	▼(12.7%)
Elections	Elections Administrator	21	\$99,257.60	\$92,675.48	▲7.1%	\$97,553.14	▲1.7%	\$102,430.80	▼(3.1%)
Elections	Elections Support Specialist	16	\$71,344.00	\$51,246.50	▲39.2%	\$53,943.68	▲32.3%	\$56,640.87	▲26.0%
Engineering	Civil Engineer II	19	\$85,207.20	\$90,055.72	▼(5.4%)	\$94,795.50	▼(10.1%)	\$99,535.27	▼(14.4%)
Engineering	Civil Engineer III	21	\$99,257.60	\$99,514.17	▼(0.3%)	\$104,751.76	▼(5.2%)	\$109,989.35	▼(9.8%)
Engineering	Division Director - Engineering		\$124,340.98	\$132,823.58	▼(6.4%)	\$139,814.30	▼(11.1%)	\$146,805.01	▼(15.3%)
Engineering	Engineering Technician	16	\$71,344.00	\$59,697.41	▲19.5%	\$62,839.38	▲13.5%	\$65,981.35	▲8.1%
Garage	Equipment Mechanic I	13	\$56,690.40	\$56,202.14	▲0.9%	\$59,160.15	▼(4.2%)	\$62,118.16	▼(8.7%)
Geographic Information Systems	GIS Project Manager	23	\$116,511.20	\$102,703.47	▲13.4%	\$108,108.92	▲7.8%	\$113,514.36	▲2.6%
Geographic Information Systems	GIS Specialist	20	\$90,313.60	\$71,471.00	▲26.4%	\$75,232.63	▲20.0%	\$78,994.26	▲14.3%
Golden Spike Event Center	Food and Beverage Supervisor	9	\$48,131.20	\$44,807.10	▲7.4%	\$47,165.36	▲2.0%	\$49,523.63	▼(2.8%)
Golden Spike Event Center	Senior Event Manager	17	\$76,544.00	\$73,164.58	▲4.6%	\$77,015.34	▼(0.6%)	\$80,866.11	▼(5.3%)
Homeland Security	Emergency Management Technician	18	\$80,017.60	\$70,326.95	▲13.8%	\$74,028.37	▲8.1%	\$77,729.79	▲2.9%
Human Resources	Benefits and Compensation Administrator	19	\$85,207.20	\$82,936.27	▲2.7%	\$87,301.34	▼(2.4%)	\$91,666.41	▼(7.0%)
Human Resources	Department Head - Administrative Services (HR Director)		\$148,400.00	\$143,381.89	▲3.5%	\$150,928.31	▼(1.7%)	\$158,474.72	▼(6.4%)
Human Resources	Human Resources Generalist I	17	\$76,544.00	\$70,245.47	▲9.0%	\$73,942.60	▲3.5%	\$77,639.74	▼(1.4%)
Human Resources	Training and Risk Manager	20	\$90,313.60	\$86,511.60	▲4.4%	\$91,064.84	▼(0.8%)	\$95,618.08	▼(5.5%)
Ice Sheet	Division Director - Ice Sheet		\$84,000.00	Insufficient data					
Information Technology	Cybersecurity Analyst	20	\$90,313.60	\$90,940.53	▼(0.7%)	\$95,726.87	▼(5.7%)	\$100,513.21	▼(10.1%)
Information Technology	Division Director - Information Technology	Exec	\$192,815.63	\$156,697.88	▲23.0%	\$164,945.14	▲16.9%	\$173,192.39	▲11.3%

Department	Position Title	Grade	Current Midpoint	Market					
				95% of Mkt	+ / (-) Mkt	Avg. Midpoint	+ / (-) Mkt	105% of Mkt	+ / (-) Mkt
Information Technology	Information Security Officer	25	\$136,448.00	\$116,905.68	▲16.7%	\$123,058.61	▲10.9%	\$129,211.54	▲5.6%
Information Technology	Network Administrator	22	\$107,463.20	\$89,851.73	▲19.6%	\$94,580.76	▲13.6%	\$99,309.80	▲8.2%
Information Technology	Service Desk Analyst I	19	\$85,207.20	\$71,528.21	▲19.1%	\$75,292.86	▲13.2%	\$79,057.50	▲7.8%
Information Technology	Software Developer	20	\$90,313.60	\$86,636.32	▲4.2%	\$91,196.13	▼(1.0%)	\$95,755.94	▼(5.7%)
Information Technology	Systems Analyst	22	\$107,463.20	\$93,852.26	▲14.5%	\$98,791.85	▲8.8%	\$103,731.44	▲3.6%
Information Technology	Telecommunications Support Engineer	20	\$90,313.60	\$71,980.14	▲25.5%	\$75,768.57	▲19.2%	\$79,557.00	▲13.5%
Information Technology	Web Developer	18	\$80,017.60	\$73,533.99	▲8.8%	\$77,404.20	▲3.4%	\$81,274.41	▼(1.5%)
Internal Audit	Internal Auditor			\$82,448.37		\$86,787.76		\$91,127.15	
Jail	Computer Systems Support Technician - Sheriff	16	\$71,344.00	\$59,931.53	▲19.0%	\$63,085.82	▲13.1%	\$66,240.11	▲7.7%
Jail	Correctional Assistant	12	\$54,308.80	\$49,546.39	▲9.6%	\$52,154.10	▲4.1%	\$54,761.80	▼(0.8%)
Jail	Deputy Sheriff Captain	24	\$125,923.20	\$128,850.13	▼(2.3%)	\$135,631.72	▼(7.2%)	\$142,413.30	▼(11.6%)
Jail	Deputy Sheriff Corrections	16	\$71,344.00	\$70,222.09	▲1.6%	\$73,917.99	▼(3.5%)	\$77,613.89	▼(8.1%)
Jail	Deputy Sheriff Corrections Corporal	18	\$80,017.60	Insufficient data					
Jail	Deputy Sheriff Corrections Lieutenant	22	\$107,463.20	\$109,695.12	▼(2.0%)	\$115,468.55	▼(6.9%)	\$121,241.98	▼(11.4%)
Jail	Deputy Sheriff Corrections Sergeant	20	\$90,313.60	\$91,557.90	▼(1.4%)	\$96,376.73	▼(6.3%)	\$101,195.57	▼(10.8%)
Jail	Division Director - Jail (Finance Manager)		\$99,169.83	\$96,926.04	▲2.3%	\$102,027.41	▼(2.8%)	\$107,128.78	▼(7.4%)
Jail	Evidence Technician	13	\$56,690.40	\$53,588.87	▲5.8%	\$56,409.33	▲0.5%	\$59,229.80	▼(4.3%)
Jail	Justice Programs Supervisor	20	\$90,313.60	\$72,413.40	▲24.7%	\$76,224.63	▲18.5%	\$80,035.86	▲12.8%
Jail	Lead Case Manager - Sheriff	18	\$80,017.60	\$69,056.92	▲15.9%	\$72,691.50	▲10.1%	\$76,326.07	▲4.8%
Jail	Public Safety Office Manager	17	\$76,544.00	\$66,058.81	▲15.9%	\$69,535.59	▲10.1%	\$73,012.37	▲4.8%
Library	Assistant Library Director II	25	\$136,448.00	\$95,321.55	▲43.1%	\$100,338.48	▲36.0%	\$105,355.40	▲29.5%
Library	Assistant Specialist Business I	14	\$59,321.60	\$47,060.29	▲26.1%	\$49,537.15	▲19.8%	\$52,014.01	▲14.0%
Library	Assistant Specialist IT I	14	\$59,321.60	\$45,483.84	▲30.4%	\$47,877.73	▲23.9%	\$50,271.61	▲18.0%
Library	Assistant Specialist Public/Technical Services I	13	\$56,690.40	\$44,339.41	▲27.9%	\$46,673.07	▲21.5%	\$49,006.72	▲15.7%
Library	Associate Manager Business I	16	\$71,344.00	Insufficient data					
Library	Associate Manager IT I	18	\$80,017.60	Insufficient data					
Library	Associate Manager Property I	14	\$59,321.60	Insufficient data					
Library	Associate Specialist Public/Support Services I	14	\$59,321.60	\$52,458.14	▲13.1%	\$55,219.09	▲7.4%	\$57,980.05	▲2.3%
Library	Associate Specialist Public/Technical Services II	15	\$64,459.20	Insufficient data					
Library	Department Director - Library		\$193,281.84	\$130,103.53	▲48.6%	\$136,951.08	▲41.1%	\$143,798.63	▲34.4%
Library	Librarian Assistant Division/Program Manager I	19	\$85,207.20	\$79,823.97	▲6.7%	\$84,025.23	▲1.4%	\$88,226.49	▼(3.4%)
Library	Librarian Public/Technical Services I	17	\$76,544.00	\$59,229.45	▲29.2%	\$62,346.79	▲22.8%	\$65,464.13	▲16.9%
Library	Library Specialist Assistant IT Manager II	21	\$99,257.60	Insufficient data					
Library	Library Specialist Public/Support Services III	18	\$80,017.60	\$56,633.73	▲41.3%	\$59,614.45	▲34.2%	\$62,595.17	▲27.8%
Library	Professional Business Manager Buildings III	24	\$125,923.20	Insufficient data					
Library	Professional Business Manager Division/Support Services I	20	\$90,313.60	\$76,466.08	▲18.1%	\$80,490.61	▲12.2%	\$84,515.14	▲6.9%
Library	Professional Business Manager Division/Support Services III	22	\$107,463.20	Insufficient data					
Library	Professional Business Manager IT III	24	\$125,923.20	Insufficient data					
Library	Technical Specialist Business I	8	\$46,373.60	\$46,540.96	▼(0.4%)	\$48,990.49	▼(5.3%)	\$51,440.01	▼(9.8%)
Multiple	Accountant II - Multiple	18	\$80,017.60	\$71,829.31	▲11.4%	\$75,609.80	▲5.8%	\$79,390.29	▲0.8%
Multiple	Box Office Coordinator	13	\$56,690.40	\$50,301.41	▲12.7%	\$52,948.85	▲7.1%	\$55,596.29	▲2.0%
Multiple	Building Service Worker I - Multiple	12	\$54,308.80	\$50,062.25	▲8.5%	\$52,697.10	▲3.1%	\$55,331.96	▼(1.8%)
Multiple	Building Service Worker III - Multiple	14	\$59,321.60	\$62,013.65	▼(4.3%)	\$65,277.53	▼(9.1%)	\$68,541.41	▼(13.5%)
Multiple	Business Office Manager I - Multiple	13	\$56,690.40	\$63,763.50	▼(11.1%)	\$67,119.48	▼(15.5%)	\$70,475.45	▼(19.6%)
Multiple	Equipment Operator I	13	\$56,690.40	\$54,133.11	▲4.7%	\$56,982.22	▼(0.5%)	\$59,831.33	▼(5.2%)
Multiple	Event Manager	16	\$71,344.00	\$70,553.48	▲1.1%	\$74,266.82	▼(3.9%)	\$77,980.16	▼(8.5%)
Multiple	Executive Assistant To Elected Official	17	\$76,544.00	\$65,302.23	▲17.2%	\$68,739.19	▲11.4%	\$72,176.15	▲6.1%
Multiple	Facilities Manager - Multiple	20	\$90,313.60	\$92,122.99	▼(2.0%)	\$96,971.57	▼(6.9%)	\$101,820.15	▼(11.3%)
Multiple	Food And Beverage Manager	20	\$90,313.60	\$69,288.98	▲30.3%	\$72,935.77	▲23.8%	\$76,582.56	▲17.9%
Multiple	Housekeeper	8	\$46,373.60	\$38,809.77	▲19.5%	\$40,852.39	▲13.5%	\$42,895.01	▲8.1%
Multiple	Lead Accountant - Multiple	20	\$90,313.60	\$83,758.26	▲7.8%	\$88,166.59	▲4.4%	\$92,574.91	▼(2.4%)
Multiple	Lead Building Service Worker - Multiple	17	\$76,544.00	\$62,281.85	▲22.9%	\$65,559.84	▲16.8%	\$68,837.83	▲11.2%
Multiple	Lead Office Specialist - Multiple	11	\$51,656.80	\$43,976.34	▲17.5%	\$46,290.88	▲11.6%	\$48,605.43	▲6.3%
Multiple	Lead Support Clerk - Multiple	12	\$54,308.80	\$45,899.96	▲18.3%	\$48,315.75	▲12.4%	\$50,731.54	▲7.1%
Multiple	Legal Secretary I	12	\$54,308.80	\$53,525.36	▲1.5%	\$56,342.48	▼(3.6%)	\$59,159.60	▼(8.2%)
Multiple	Office Specialist I - Multiple	7	\$44,740.80	\$45,086.28	▼(0.8%)	\$47,459.24	▼(5.7%)	\$49,832.21	▼(10.2%)
Multiple	Office Specialist III - Multiple	9	\$48,131.20	\$49,479.41	▼(2.7%)	\$52,083.59	▼(7.6%)	\$54,687.77	▼(12.0%)

Department	Position Title	Grade	Current Midpoint	Market					
				95% of Mkt	+ / (-) Mkt	Avg. Midpoint	+ / (-) Mkt	105% of Mkt	+ / (-) Mkt
Multiple	Operations Manager - Multiple	21	\$99,257.60	\$90,392.39	▲ 9.8%	\$95,149.88	▲ 4.3%	\$99,907.38	▼ (0.7%)
Multiple	Parks and Recreation Manager	20	\$90,313.60	\$88,884.90	▲ 1.6%	\$93,563.05	▼ (3.5%)	\$98,241.20	▼ (8.1%)
Multiple	Support Clerk - Multiple	10	\$49,940.80	\$45,502.17	▲ 9.8%	\$47,897.02	▲ 4.3%	\$50,291.87	▼ (0.7%)
Ogden Eccles Conference Center	Audio Visual Manager	17	\$76,544.00	Insufficient data					
Ogden Eccles Conference Center	Audio Visual Technician	12	\$54,308.80	\$56,963.00	▼ (4.7%)	\$59,961.06	▼ (9.4%)	\$62,959.11	▼ (13.7%)
Ogden Eccles Conference Center	Director of Sales	20	\$90,313.60	Insufficient data					
Ogden Eccles Conference Center	Director of Technical Services	23	\$116,511.20	\$83,705.90	▲ 39.2%	\$88,111.47	▲ 32.2%	\$92,517.04	▲ 25.9%
Ogden Eccles Conference Center	Kitchen Steward	8	\$46,373.60	\$42,565.88	▲ 8.9%	\$44,806.19	▲ 3.5%	\$47,046.50	▼ (1.4%)
Ogden Eccles Conference Center	Sales Manager	16	\$71,344.00	\$64,494.65	▲ 10.6%	\$67,889.11	▲ 5.1%	\$71,283.57	▲ 0.1%
Ogden Eccles Conference Center	Social Media Marketing Coordinator	14	\$59,321.60	\$63,339.72	▼ (6.3%)	\$66,673.39	▼ (11.0%)	\$70,007.05	▼ (15.3%)
Ogden Eccles Conference Center	Theater Manager	18	\$80,017.60	\$85,015.30	▼ (5.9%)	\$89,489.79	▼ (10.6%)	\$93,964.28	▼ (14.8%)
Ogden Eccles Conference Center	Theater Technician	15	\$64,459.20	\$54,341.53	▲ 18.6%	\$57,201.61	▲ 12.7%	\$60,061.69	▲ 7.3%
Operations	Community Development Project Coordinator	21	\$99,257.60	\$86,344.30	▲ 15.0%	\$90,888.74	▲ 9.2%	\$95,433.18	▲ 4.0%
Operations	Department Head - Operations		\$164,826.30	\$124,261.77	▲ 32.6%	\$130,801.86	▲ 26.0%	\$137,341.95	▲ 20.0%
Operations	Local Transportation Fund Manager	17	\$76,544.00	\$102,075.63	▼ (25.0%)	\$107,448.04	▼ (28.8%)	\$112,820.44	▼ (32.2%)
Parks	Division Director - Parks		\$97,052.80	\$105,939.36	▼ (8.4%)	\$111,515.11	▼ (13.0%)	\$117,090.87	▼ (17.1%)
Planning	Division Director - Planning		\$128,824.48	\$124,350.11	▲ 3.6%	\$130,894.85	▼ (1.6%)	\$137,439.59	▼ (6.3%)
Planning	Planner II	19	\$85,207.20	\$73,440.65	▲ 16.0%	\$77,305.95	▲ 10.2%	\$81,171.25	▲ 5.0%
Planning	Planner Technician	11	\$51,656.80	\$53,646.36	▼ (3.7%)	\$56,469.85	▼ (8.5%)	\$59,293.35	▼ (12.9%)
Planning	Principal Planner	23	\$116,511.20	\$88,628.07	▲ 31.5%	\$93,292.70	▲ 24.9%	\$97,957.34	▲ 18.9%
Planning	Zoning Enforcement Officer I	14	\$59,321.60	\$59,231.41	▲ 0.2%	\$62,348.86	▼ (4.9%)	\$65,466.30	▼ (9.4%)
Property Management	Division Director - Property Management		\$111,101.95	\$103,705.95	▲ 7.1%	\$109,164.16	▲ 1.8%	\$114,622.37	▼ (3.1%)
Property Management	Electrician	18	\$80,017.60	\$63,465.80	▲ 26.1%	\$66,806.11	▲ 19.8%	\$70,146.41	▲ 14.1%
Property Management	HVAC Technician	20	\$90,313.60	\$58,940.29	▲ 53.2%	\$62,042.41	▲ 45.6%	\$65,144.54	▲ 38.6%
Property Management	Landscape Maintenance Worker	13	\$56,690.40	\$42,782.27	▲ 32.5%	\$45,033.96	▲ 25.9%	\$47,285.66	▲ 19.9%
Property Management	Paint/Sheetrock Specialist	15	\$64,459.20	\$49,659.50	▲ 29.8%	\$52,273.16	▲ 23.3%	\$54,886.81	▲ 17.4%
Property Management	Plumber	18	\$80,017.60	\$62,529.41	▲ 28.0%	\$65,820.43	▲ 21.6%	\$69,111.45	▲ 15.8%
Public Defender	Department Director - Public Defender		\$202,294.37	Insufficient data					
Public Defender	Forensic Social Worker Mitigation Specialist	17	\$76,544.00	\$63,876.10	▲ 19.8%	\$67,238.00	▲ 13.8%	\$70,599.90	▲ 8.4%
Public Defender	Parental Defense Service Coordinator	17	\$76,544.00	Insufficient data					
Public Defender	Public Defender Attorney (Deputy County Attorney I)		\$117,665.60	\$125,616.75	▼ (6.3%)	\$132,228.16	▼ (11.0%)	\$138,839.57	▼ (15.3%)
Purchasing	Buyer II	15	\$64,459.20	\$70,302.67	▼ (8.3%)	\$74,002.81	▼ (12.9%)	\$77,702.95	▼ (17.0%)
Purchasing	Purchasing Agent	22	\$107,463.20	\$62,443.98	▲ 72.1%	\$65,730.50	▲ 63.5%	\$69,017.03	▲ 55.7%
Recorder	Cadastral Map Supervisor	17	\$76,544.00	\$67,606.33	▲ 13.2%	\$71,164.56	▲ 7.6%	\$74,722.79	▲ 2.4%
Recorder	Cadastral Mapper I	13	\$56,690.40	\$61,977.50	▼ (8.5%)	\$65,239.48	▼ (13.1%)	\$68,501.45	▼ (17.2%)
Recorder	Chief Deputy Surveyor/Recorder		\$123,146.58	\$99,680.26	▲ 23.5%	\$104,926.59	▲ 17.4%	\$110,172.92	▲ 11.8%
Recorder	Lead Recorder	12	\$54,308.80	\$58,589.49	▼ (7.3%)	\$61,673.15	▼ (11.9%)	\$64,756.81	▼ (16.1%)
Recorder	Recorder I	8	\$46,373.60	\$50,100.07	▼ (7.4%)	\$52,736.92	▼ (12.1%)	\$55,373.77	▼ (16.3%)
Recreation Facilities Admin	Department Head - Culture, Parks, and Recreation		\$158,562.67	\$125,538.05	▲ 26.3%	\$132,145.32	▲ 20.0%	\$138,752.59	▲ 14.3%
Recreation Facilities Admin	Lead Digital Marketing Content Creator	18	\$80,017.60	\$69,723.21	▲ 14.8%	\$73,392.85	▲ 9.0%	\$77,062.50	▲ 3.8%
Road and Highway	Division Director - Road and Highway		\$124,387.92	\$109,320.79	▲ 13.8%	\$115,074.51	▲ 8.1%	\$120,828.24	▲ 2.9%
Road and Highway	Heavy Equipment Crew Leader	17	\$76,544.00	\$62,770.80	▲ 21.9%	\$66,074.53	▲ 15.8%	\$69,378.26	▲ 10.3%
Road and Highway	Road Supervisor	18	\$80,017.60	\$76,368.05	▲ 4.8%	\$80,387.42	▼ (0.5%)	\$84,406.79	▼ (5.2%)
Sheriff	Background Investigator		\$55,319.86	\$55,231.44		\$58,231.44		\$61,143.01	
Sheriff	Case Manager sheriff	16	\$71,344.00	\$59,043.88	▲ 20.8%	\$62,151.45	▲ 14.8%	\$65,259.02	▲ 9.3%
Sheriff	Deputy Sheriff Enforcement - Sheriff	16	\$71,344.00	\$73,170.70	▼ (2.5%)	\$77,021.79	▼ (7.4%)	\$80,872.88	▼ (11.8%)
Sheriff	Deputy Sheriff Enforcement Corporal	18	\$80,017.60	\$91,786.90	▼ (12.8%)	\$96,617.79	▼ (17.2%)	\$101,448.68	▼ (21.1%)
Sheriff	Deputy Sheriff Enforcement Lieutenant	22	\$107,463.20	\$118,320.20	▼ (9.2%)	\$124,547.58	▼ (13.7%)	\$130,774.96	▼ (17.8%)
Sheriff	Deputy Sheriff Enforcement Sergeant	20	\$90,313.60	\$101,477.14	▼ (11.0%)	\$106,818.04	▼ (15.5%)	\$112,158.94	▼ (19.5%)
Sheriff	Deputy Sheriff Trainee	16	\$71,344.00	\$68,721.41	▲ 3.8%	\$72,338.33	▼ (1.4%)	\$75,955.24	▼ (6.1%)
Surveyor	Division Director - Surveyor		\$123,747.30	\$114,830.03	▲ 7.8%	\$120,873.71	▲ 2.4%	\$126,917.40	▼ (2.5%)
Surveyor	Surveyor I	17	\$76,544.00	\$74,207.65	▲ 3.1%	\$78,113.32	▼ (2.0%)	\$82,018.99	▼ (6.7%)
Surveyor	Surveyor III	21	\$99,257.60	\$95,210.13	▲ 4.3%	\$100,221.18	▼ (1.0%)	\$105,232.24	▼ (5.7%)
Transfer Station	Division Director - Transfer Station			\$120,853.61		\$127,214.32		\$133,575.04	
Transfer Station	Salvage/Recycling Monitor	10	\$49,940.80	Insufficient data					
Transfer Station	Scale Attendant	11	\$51,656.80	\$39,483.90	▲ 30.8%	\$41,562.00	▲ 24.3%	\$43,640.10	▲ 18.4%
Transfer Station	Site Supervisor	15	\$64,459.20	\$74,686.66	▼ (13.7%)	\$78,617.53	▼ (18.0%)	\$82,548.41	▼ (21.9%)

Department	Position Title	Grade	Current Midpoint	Market					
				95% of Mkt	+ / (-) Mkt	Avg. Midpoint	+ / (-) Mkt	105% of Mkt	+ / (-) Mkt
Transfer Station	<i>Solid Waste Operations Manager</i>	18	\$80,017.60	Insufficient data					
Transfer Station	Spotter/Operator	12	\$54,308.80	\$48,689.82	▲11.5%	\$51,252.44	▲6.0%	\$53,815.06	▲0.9%
Weber Area Dispatch	911 Lead Dispatcher		\$67,225.60	\$62,505.11	▲7.6%	\$65,794.85	▲2.2%	\$69,084.60	▼(2.7%)
Weber Area Dispatch	911 Manager		\$88,608.00	\$84,183.31	▲5.3%	\$88,614.01	▼(0.0%)	\$93,044.71	▼(4.8%)
Weber Area Dispatch	911 Supervisor		\$70,990.40	\$76,023.72	▼(6.6%)	\$80,024.97	▼(11.3%)	\$84,026.22	▼(15.5%)
Weber Area Dispatch	Dispatch Executive Director		\$149,032.00	\$137,442.57	▲8.4%	\$144,676.39	▲3.0%	\$151,910.21	▼(1.9%)
Weber Area Dispatch	Dispatch IT Manager		\$120,889.60	\$103,947.00	▲16.3%	\$109,417.90	▲10.5%	\$114,888.79	▲5.2%
Weber Area Dispatch	<i>Dispatch IT Specialist</i>		\$80,516.80	Insufficient data					
Weber Area Dispatch	Emergency Dispatcher I		\$70,532.80	\$59,883.06	▲17.8%	\$63,034.80	▲11.9%	\$66,186.54	▲6.6%
Weber-Morgan Health Department	Accreditation & PM/QI Coordinator			\$69,978.89		\$73,661.99		\$77,345.09	
Weber-Morgan Health Department	Community Health Educator I	15	\$64,459.20	\$61,190.80	▲5.3%	\$64,411.37	▲0.1%	\$67,631.94	▼(4.7%)
Weber-Morgan Health Department	Community Health Program Manager	21	\$99,257.60	\$86,597.23	▲14.6%	\$91,154.98	▲8.9%	\$95,712.73	▲3.7%
Weber-Morgan Health Department	Community Health Worker II	14	\$59,321.60	\$57,829.04	▲2.6%	\$60,872.68	▼(2.5%)	\$63,916.31	▼(7.2%)
Weber-Morgan Health Department	Department Director - Weber-Morgan Health Department		\$166,175.00	\$140,167.61	▲18.6%	\$147,544.85	▲12.6%	\$154,922.10	▲7.3%
Weber-Morgan Health Department	Emergency Services Planner	17	\$76,544.00	\$73,603.97	▲4.0%	\$77,477.86	▼(1.2%)	\$81,351.75	▼(5.9%)
Weber-Morgan Health Department	Environmental Health Administrator	23	\$116,511.20	\$100,523.14	▲15.9%	\$105,813.83	▲10.1%	\$111,104.52	▲4.9%
Weber-Morgan Health Department	Grant Writer			\$70,284.62		\$73,983.81		\$77,683.00	
Weber-Morgan Health Department	Health Promotion Administrator	23	\$116,511.20	\$95,229.35	▲22.3%	\$100,241.42	▲16.2%	\$105,253.50	▲10.7%
Weber-Morgan Health Department	Licensed Environmental Health Program Manager	21	\$99,257.60	\$94,648.04	▲4.9%	\$99,629.51	▼(0.4%)	\$104,610.99	▼(5.1%)
Weber-Morgan Health Department	Licensed Environmental Health Scientist I	17	\$76,544.00	\$74,432.45	▲2.8%	\$78,349.95	▼(2.3%)	\$82,267.45	▼(7.0%)
Weber-Morgan Health Department	Nutritionist I	16	\$71,344.00	\$61,584.30	▲15.8%	\$64,825.57	▲10.1%	\$68,066.85	▲4.8%
Weber-Morgan Health Department	Public Health Epidemiologist			\$81,088.91		\$85,356.75		\$89,624.59	
Weber-Morgan Health Department	Public Health Informaticist			\$90,709.66		\$95,483.86		\$100,258.05	
Weber-Morgan Health Department	Public Health Nursing Administrator	24	\$125,923.20	\$114,464.08	▲10.0%	\$120,488.50	▲4.5%	\$126,512.93	▼(0.5%)
Weber-Morgan Health Department	Registered Nurse II	20	\$90,313.60	\$81,828.68	▲10.4%	\$86,135.46	▲4.9%	\$90,442.23	▼(0.1%)
Weber-Morgan Health Department	Supervisory Nurse	22	\$107,463.20	\$94,733.56	▲13.4%	\$99,719.54	▲7.8%	\$104,705.52	▲2.6%
Weber-Morgan Health Department	Supervisory Nutritionist	19	\$85,207.20	\$72,781.21	▲17.1%	\$76,611.81	▲11.2%	\$80,442.40	▲5.9%
Weber-Morgan Health Department	WIC Administrator	22	\$107,463.20	\$98,268.81	▲9.4%	\$103,440.85	▲3.9%	\$108,612.89	▼(1.1%)
				AVERAGE	▲11.2%	AVERAGE	▲5.6%	AVERAGE	▲0.6%

Department	Position Title	Weber County			Market					
		Current Minimum	Current Midpoint	Current Maximum	Average Minimum	+ / (-) Mkt	Avg. Midpoint	+ / (-) Mkt	Average Maximum	+ / (-) Mkt
Animal Control	Animal Control Officer	\$47,174.40	\$59,321.60	\$71,468.80	\$47,293.22	▼(0.3%)	\$58,492.14	▲1.4%	\$69,691.06	▲2.6%
Animal Shelter	Animal Services Worker	\$39,998.40	\$49,940.80	\$59,883.20	\$39,613.48	▲1.0%	\$49,161.02	▲1.6%	\$58,708.55	▲2.0%
Animal Shelter	Division Director - Animal Shelter		\$96,819.97		\$96,633.63		\$121,565.10	▼(20.4%)	\$146,496.56	
Assessor	Appraiser Technician II	\$47,174.40	\$59,321.60	\$71,468.80	\$44,568.03	▲5.8%	\$54,488.09	▲8.9%	\$64,408.14	▲11.0%
Assessor	Certified General Appraiser	\$84,219.20	\$107,463.20	\$130,707.20	\$81,421.35	▲3.4%	\$105,895.21	▲1.5%	\$118,168.46	▲10.6%
Assessor	Certified Residential Appraiser	\$70,948.80	\$90,313.60	\$109,678.40	\$71,518.40	▼(0.8%)	\$88,582.39	▲2.0%	\$102,698.19	▲6.8%
Assessor	Land Appraiser	\$84,219.20	\$107,463.20	\$130,707.20	\$69,231.60	▲21.6%	\$84,569.38	▲27.1%	\$99,907.17	▲30.8%
Assessor	Licensed Appraiser	\$67,038.40	\$85,207.20	\$103,376.00	\$63,773.15	▲5.1%	\$76,899.31	▲10.8%	\$90,745.69	▲13.9%
Assessor	Personal Property Appraiser I	\$47,174.40	\$59,321.60	\$71,468.80	\$49,000.94	▼(3.7%)	\$59,821.91	▼(0.8%)	\$70,642.88	▲1.2%
Assessor	Personal Property Division Administrator	\$98,508.80	\$125,923.20	\$153,337.60	\$95,749.91	▲2.9%	\$119,007.58	▲5.8%	\$142,265.25	▲7.8%
Assessor	Real Estate Assessment Manager	\$98,508.80	\$125,923.20	\$153,337.60	\$90,751.44	▲8.5%	\$113,286.31	▲11.2%	\$135,821.17	▲12.9%
Assessor	Real Property Quality Assurance	\$67,038.40	\$85,207.20	\$103,376.00	\$63,008.89	▲6.4%	\$76,793.44	▲11.0%	\$90,577.99	▲14.1%
Attorney	Deputy County Attorney I	\$91,041.60	\$116,511.20	\$141,980.80	\$91,035.76	▲0.0%	\$115,542.46	▲0.8%	\$135,740.58	▲4.6%
Attorney	Deputy County Attorney III	\$127,296.00	\$163,144.80	\$198,993.60	\$123,638.66	▲3.0%	\$156,322.12	▲4.4%	\$189,247.11	▲5.2%
Attorney-Civil	Chief Civil Attorney	\$140,358.40	\$179,888.80	\$219,419.20	\$143,993.35	▼(2.5%)	\$176,624.05	▲1.8%	\$209,254.75	▲4.9%
Attorney-Criminal	Administrator /Chief Investigator		\$136,094.40		\$97,111.40		\$118,595.22	▲14.8%	\$140,079.04	
Attorney-Criminal	Chief Criminal Attorney	\$140,358.40	\$179,888.80	\$219,419.20	\$143,732.60	▼(2.3%)	\$176,671.97	▲1.8%	\$209,611.34	▲4.7%
Attorney-Criminal	Investigator II		\$106,454.40		\$61,851.15		\$81,130.49	▲31.2%	\$100,409.83	
Attorney-Criminal	Legal Secretary II	\$43,347.20	\$54,308.80	\$65,270.40	\$45,514.27	▼(4.8%)	\$54,825.67	▼(0.9%)	\$64,137.06	▲1.8%
Attorney-Criminal	Legal Technician	\$47,174.40	\$59,321.60	\$71,468.80	\$47,100.79	▲0.2%	\$59,529.45	▼(0.3%)	\$68,803.02	▲3.9%
Attorney-Criminal	Victim Coordinator	\$55,099.20	\$71,344.00	\$87,588.80	\$50,125.13	▲9.9%	\$61,753.54	▲15.5%	\$72,540.07	▲20.7%
Attorney-Criminal	Victim Coordinator Supervisor	\$59,009.60	\$76,544.00	\$94,078.40	\$60,945.20	▼(3.2%)	\$75,237.62	▲1.7%	\$89,530.04	▲5.1%
Building Inspection	Building Inspection/Plans Examiner I	\$70,948.80	\$90,313.60	\$109,678.40	\$56,109.60	▲26.4%	\$72,580.13	▲24.4%	\$84,855.14	▲29.3%
Building Inspection	Division Director - Building Inspection		\$108,261.38		\$91,745.22		\$112,673.26	▼(3.9%)	\$133,601.30	
Building Inspection	Permit Technician	\$51,209.60	\$64,459.20	\$77,708.80	\$47,576.52	▲7.6%	\$57,708.04	▲11.7%	\$68,602.59	▲13.3%
Building Inspection	Senior Building Inspector/Plans Examiner	\$84,219.20	\$107,463.20	\$130,707.20	\$67,817.69	▲24.2%	\$86,671.77	▼(24.0%)	\$99,766.56	▲31.0%
Childrens Justice Center	Division Director - Childrens Justice Center		\$97,027.58		\$83,511.13		\$99,669.56	▼(2.7%)	\$117,312.32	
Childrens Justice Center	Forensic Interviewer	\$55,099.20	\$71,344.00	\$87,588.80	\$57,976.08	▼(5.0%)	\$70,289.07	▲1.5%	\$82,602.06	▲6.0%
Childrens Justice Center	Human Services Specialist I	\$45,198.40	\$56,690.40	\$68,182.40	\$45,973.98	▼(1.7%)	\$54,507.79	▲4.0%	\$67,729.86	▲0.7%
Clerk Auditor	Deputy Clerk For The Boe	\$51,209.60	\$64,459.20	\$77,708.80	\$43,687.11	▲17.2%	\$55,934.27	▲15.2%	\$65,619.33	▲18.4%
Clerk Auditor	Division Director - Clerk Auditor (Comptroller)		\$146,528.58		\$94,270.83		\$140,656.04	▲4.2%	\$176,727.62	
Clerk Auditor	Public Services Manager	\$55,099.20	\$71,344.00	\$87,588.80	Insufficient data		Insufficient data		Insufficient data	
Clerk Auditor	Tax Relief Specialist	\$41,267.20	\$51,656.80	\$62,046.40	\$43,638.04	▼(5.4%)	\$52,876.72	▼(2.3%)	\$62,115.41	▼(0.1%)
Commission	Public Relations Manager	\$77,854.40	\$99,257.60	\$120,660.80	\$79,317.33	▼(1.8%)	\$97,731.64	▲1.6%	\$118,234.63	▲2.1%
County Sports Shooting Complex	Gun Range Manager	\$70,948.80	\$90,313.60	\$109,678.40	Insufficient data		Insufficient data		Insufficient data	
Crime Scene Investigation	Crime Scene Investigation Evidence Analyst Technician II	\$55,099.20	\$71,344.00	\$87,588.80	\$57,241.15	▼(3.7%)	\$69,958.96	▲2.0%	\$82,676.76	▲5.9%
Crime Scene Investigation	Crime Scene Investigation Supervisor	\$67,038.40	\$85,207.20	\$103,376.00	\$67,700.59	▼(1.0%)	\$88,090.59	▼(3.3%)	\$108,480.58	▼(4.7%)
Economic Development	Division Director - Economic Development		\$126,306.44		\$115,085.11		\$137,736.25	▼(8.3%)	\$167,391.79	
Elections	Elections Administrator	\$77,854.40	\$99,257.60	\$120,660.80	\$76,995.29	▲1.1%	\$97,553.14	▲1.7%	\$118,110.99	▲2.2%
Elections	Elections Support Specialist	\$55,099.20	\$71,344.00	\$87,588.80	\$44,439.42	▲24.0%	\$53,943.68	▲32.3%	\$63,447.95	▲38.0%
Engineering	Civil Engineer II	\$67,038.40	\$85,207.20	\$103,376.00	\$75,093.73	▼(10.7%)	\$94,795.50	▼(10.1%)	\$114,497.27	▼(9.7%)
Engineering	Civil Engineer III	\$77,854.40	\$99,257.60	\$120,660.80	\$81,830.81	▼(4.9%)	\$104,751.76	▼(5.2%)	\$127,672.71	▼(5.5%)
Engineering	Division Director - Engineering		\$124,340.98		\$107,941.31		\$139,814.30	▼(11.1%)	\$169,141.32	
Engineering	Engineering Technician	\$55,099.20	\$71,344.00	\$87,588.80	\$50,124.82	▲9.9%	\$62,839.38	▲13.5%	\$75,553.95	▲15.9%
Garage	Equipment Mechanic I	\$45,198.40	\$56,690.40	\$68,182.40	\$47,032.03	▼(3.9%)	\$59,160.15	▼(4.2%)	\$68,400.30	▼(0.3%)
Geographic Information Systems	GIS Project Manager	\$91,041.60	\$116,511.20	\$141,980.80	\$85,922.95	▲6.0%	\$108,108.92	▲7.8%	\$128,180.72	▲10.8%
Geographic Information Systems	GIS Specialist	\$70,948.80	\$90,313.60	\$109,678.40	\$60,142.38	▲18.0%	\$75,232.63	▲20.0%	\$87,828.96	▲24.9%
Golden Spike Event Center	Food and Beverage Supervisor	\$38,604.80	\$48,131.20	\$57,657.60	\$38,257.41	▲0.9%	\$47,165.36	▲2.0%	\$56,073.32	▲2.8%
Golden Spike Event Center	Senior Event Manager	\$59,009.60	\$76,544.00	\$94,078.40	\$57,444.86	▲2.7%	\$77,015.34	▼(0.6%)	\$86,383.39	▲8.9%
Homeland Security	Emergency Management Technician	\$63,065.60	\$80,017.60	\$96,969.60	\$60,370.81	▲4.5%	\$74,028.37	▲8.1%	\$87,685.93	▲10.6%
Human Resources	Benefits and Compensation Administrator	\$67,038.40	\$85,207.20	\$103,376.00	\$68,636.06	▼(2.3%)	\$87,301.34	▼(2.4%)	\$103,274.18	▲0.1%
Human Resources	Department Head - Administrative Services (HR Director)		\$148,400.00		\$113,031.81		\$150,928.31	▼(1.7%)	\$184,801.23	
Human Resources	Human Resources Generalist I	\$59,009.60	\$76,544.00	\$94,078.40	\$58,709.12	▲0.5%	\$73,942.60	▲3.5%	\$87,849.35	▲7.1%
Human Resources	Training and Risk Manager	\$70,948.80	\$90,313.60	\$109,678.40	\$75,121.33	▼(5.6%)	\$91,064.84	▼(0.8%)	\$107,008.34	▲2.5%
Ice Sheet	Division Director - Ice Sheet		\$84,000.00		Insufficient data		Insufficient data		Insufficient data	
Information Technology	Cybersecurity Analyst	\$70,948.80	\$90,313.60	\$109,678.40	\$77,251.02	▼(8.2%)	\$95,726.87	▼(5.7%)	\$114,202.72	▼(4.0%)
Information Technology	Division Director - Information Technology		\$192,815.63		\$126,591.41		\$164,945.14	▲16.9%	\$197,803.51	

Department	Position Title	Weber County			Market					
		Current Minimum	Current Midpoint	Current Maximum	Average Minimum	+ / (-) Mkt	Avg. Midpoint	+ / (-) Mkt	Average Maximum	+ / (-) Mkt
Information Technology	Information Security Officer	\$106,600.00	\$136,448.00	\$166,296.00	\$93,008.53	▲14.6%	\$123,058.61	▲10.9%	\$153,108.68	▲8.6%
Information Technology	Network Administrator	\$84,219.20	\$107,463.20	\$130,707.20	\$75,047.12	▲12.2%	\$94,580.76	▲13.6%	\$114,114.40	▲14.5%
Information Technology	Service Desk Analyst I	\$67,038.40	\$85,207.20	\$103,376.00	\$59,971.31	▲11.8%	\$75,292.86	▲13.2%	\$92,654.58	▲11.6%
Information Technology	Software Developer	\$70,948.80	\$90,313.60	\$109,678.40	\$70,622.45	▲0.5%	\$91,196.13	▼(1.0%)	\$111,769.81	▼(1.9%)
Information Technology	Systems Analyst	\$84,219.20	\$107,463.20	\$130,707.20	\$76,299.87	▲10.4%	\$98,791.85	▲8.8%	\$119,367.90	▲9.5%
Information Technology	Telecommunications Support Engineer	\$70,948.80	\$90,313.60	\$109,678.40	\$59,879.76	▲18.5%	\$75,768.57	▲19.2%	\$91,657.38	▲19.7%
Information Technology	Web Developer	\$63,065.60	\$80,017.60	\$96,969.60	\$60,083.48	▲5.0%	\$77,404.20	▲3.4%	\$94,724.92	▲2.4%
Internal Audit	Internal Auditor				\$69,231.40		\$86,787.76		\$104,344.12	
Jail	Computer Systems Support Technician - Sheriff	\$55,099.20	\$71,344.00	\$87,588.80	\$49,053.73	▲12.3%	\$63,085.82	▲13.1%	\$77,117.91	▲13.6%
Jail	Correctional Assistant	\$43,347.20	\$54,308.80	\$65,270.40	\$43,766.12	▼(1.0%)	\$52,154.10	▲4.1%	\$60,542.07	▲7.8%
Jail	Deputy Sheriff Captain	\$98,508.80	\$125,923.20	\$153,337.60	\$122,297.30	▼(19.5%)	\$135,631.72	▼(7.2%)	\$148,966.13	▲2.9%
Jail	Deputy Sheriff Corrections	\$55,099.20	\$71,344.00	\$87,588.80	\$61,603.93	▼(10.6%)	\$73,917.99	▼(3.5%)	\$85,921.00	▲1.9%
Jail	Deputy Sheriff Corrections Corporal	\$63,065.60	\$80,017.60	\$96,969.60	Insufficient data		Insufficient data		Insufficient data	
Jail	Deputy Sheriff Corrections Lieutenant	\$84,219.20	\$107,463.20	\$130,707.20	\$98,552.38	▼(14.5%)	\$115,468.55	▼(6.9%)	\$126,623.49	▲3.2%
Jail	Deputy Sheriff Corrections Sergeant	\$70,948.80	\$90,313.60	\$109,678.40	\$87,160.52	▼(18.6%)	\$96,376.73	▼(6.3%)	\$106,293.70	▲3.2%
Jail	Division Director - Jail (Finance Manager)		\$99,169.83		\$83,038.75		\$102,027.41	▼(2.8%)	\$121,016.06	
Jail	Evidence Technician	\$45,198.40	\$56,690.40	\$68,182.40	\$46,072.18	▼(1.9%)	\$56,409.33	▲0.5%	\$66,746.49	▲2.2%
Jail	Justice Programs Supervisor	\$70,948.80	\$90,313.60	\$109,678.40	\$64,250.28	▲10.4%	\$76,224.63	▲18.5%	\$88,198.99	▲24.4%
Jail	Lead Case Manager - Sheriff	\$63,065.60	\$80,017.60	\$96,969.60	\$61,599.52	▲2.4%	\$72,691.50	▲10.1%	\$83,783.48	▲15.7%
Jail	Public Safety Office Manager	\$59,009.60	\$76,544.00	\$94,078.40	\$56,816.24	▲3.9%	\$69,535.59	▲10.1%	\$82,254.95	▲14.4%
Library	Assistant Library Director II	\$106,600.00	\$136,448.00	\$166,296.00	\$80,723.00	▲32.1%	\$100,338.48	▲36.0%	\$115,677.51	▲43.8%
Library	Assistant Specialist Business I	\$47,174.40	\$59,321.60	\$71,468.80	\$38,195.67	▲23.5%	\$49,537.15	▲19.8%	\$58,459.49	▲22.3%
Library	Assistant Specialist IT I	\$47,174.40	\$59,321.60	\$71,468.80	\$39,045.49	▲20.8%	\$47,877.73	▲23.9%	\$56,709.96	▲26.0%
Library	Assistant Specialist Public/Technical Services I	\$45,198.40	\$56,690.40	\$68,182.40	\$34,330.69	▲31.7%	\$46,673.07	▲21.5%	\$53,880.52	▲26.5%
Library	Associate Manager Business I	\$55,099.20	\$71,344.00	\$87,588.80	Insufficient data		Insufficient data		Insufficient data	
Library	Associate Manager IT I	\$63,065.60	\$80,017.60	\$96,969.60	Insufficient data		Insufficient data		Insufficient data	
Library	Associate Manager Property I	\$47,174.40	\$59,321.60	\$71,468.80	Insufficient data		Insufficient data		Insufficient data	
Library	Associate Specialist Public/Support Services I	\$47,174.40	\$59,321.60	\$71,468.80	\$42,322.82	▲11.5%	\$55,219.09	▲7.4%	\$68,115.36	▲4.9%
Library	Associate Specialist Public/Technical Services II	\$51,209.60	\$64,459.20	\$77,708.80	Insufficient data		Insufficient data		Insufficient data	
Library	Department Director - Library		\$193,281.84		\$111,182.50		\$136,951.08	▲41.1%	\$161,200.84	
Library	Librarian Assistant Division/Program Manager I	\$67,038.40	\$85,207.20	\$103,376.00	\$66,252.23	▲1.2%	\$84,025.23	▲1.4%	\$101,798.23	▲1.5%
Library	Librarian Public/Technical Services I	\$59,009.60	\$76,544.00	\$94,078.40	\$52,508.44	▲12.4%	\$62,346.79	▲22.8%	\$77,381.16	▲21.6%
Library	Library Specialist Assistant IT Manager II	\$77,854.40	\$99,257.60	\$120,660.80	Insufficient data		Insufficient data		Insufficient data	
Library	Library Specialist Public/Support Services III	\$63,065.60	\$80,017.60	\$96,969.60	\$43,517.65	▲44.9%	\$59,614.45	▲34.2%	\$75,711.25	▲28.1%
Library	Professional Business Manager Buildings III	\$98,508.80	\$125,923.20	\$153,337.60	Insufficient data		Insufficient data		Insufficient data	
Library	Professional Business Manager Division/Support Services I	\$70,948.80	\$90,313.60	\$109,678.40	\$65,937.35	▲7.6%	\$80,490.61	▲12.2%	\$95,043.86	▲15.4%
Library	Professional Business Manager Division/Support Services III	\$84,219.20	\$107,463.20	\$130,707.20	Insufficient data		Insufficient data		Insufficient data	
Library	Professional Business Manager IT III	\$98,508.80	\$125,923.20	\$153,337.60	Insufficient data		Insufficient data		Insufficient data	
Library	Technical Specialist Business I	\$37,273.60	\$46,373.60	\$55,473.60	\$39,590.35	▼(5.9%)	\$48,990.49	▼(5.3%)	\$58,390.63	▼(5.0%)
Multiple	Accountant II - Multiple	\$60,017.60	\$80,017.60	\$96,969.60	\$59,221.54	▲6.5%	\$75,609.80	▲5.8%	\$91,275.70	▲6.2%
Multiple	Box Office Coordinator	\$45,198.40	\$56,690.40	\$68,182.40	\$40,765.91	▲10.9%	\$52,948.85	▲7.1%	\$65,131.79	▲4.7%
Multiple	Building Service Worker I - Multiple	\$43,347.20	\$54,308.80	\$65,270.40	\$42,314.80	▲2.4%	\$52,697.10	▲3.1%	\$62,562.08	▲4.3%
Multiple	Building Service Worker III - Multiple	\$47,174.40	\$59,321.60	\$71,468.80	\$53,103.18	▼(11.2%)	\$65,277.53	▼(9.1%)	\$77,451.88	▼(7.7%)
Multiple	Business Office Manager I - Multiple	\$45,198.40	\$56,690.40	\$68,182.40	\$55,381.96	▼(18.4%)	\$67,119.48	▼(15.5%)	\$78,856.99	▼(13.5%)
Multiple	Equipment Operator I	\$45,198.40	\$56,690.40	\$68,182.40	\$45,743.98	▼(1.2%)	\$56,982.22	▼(0.5%)	\$66,969.46	▲1.8%
Multiple	Event Manager	\$55,099.20	\$71,344.00	\$87,588.80	\$59,964.37	▼(8.1%)	\$74,266.82	▼(3.9%)	\$88,569.27	▼(1.1%)
Multiple	Executive Assistant To Elected Official	\$59,009.60	\$76,544.00	\$94,078.40	\$54,156.78	▲9.0%	\$68,739.19	▲11.4%	\$82,282.91	▲14.3%
Multiple	Facilities Manager - Multiple	\$70,948.80	\$90,313.60	\$109,678.40	\$76,663.88	▼(7.5%)	\$96,971.57	▼(6.9%)	\$118,207.00	▼(7.2%)
Multiple	Food And Beverage Manager	\$70,948.80	\$90,313.60	\$109,678.40	\$56,353.81	▲25.9%	\$72,935.77	▲23.8%	\$86,758.23	▲26.4%
Multiple	Housekeeper	\$37,273.60	\$46,373.60	\$55,473.60	\$33,494.13	▲11.3%	\$40,852.39	▲13.5%	\$48,210.65	▲15.1%
Multiple	Lead Accountant - Multiple	\$70,948.80	\$90,313.60	\$109,678.40	\$68,930.22	▲2.9%	\$88,166.59	▲2.4%	\$107,402.95	▲2.1%
Multiple	Lead Building Service Worker - Multiple	\$59,009.60	\$76,544.00	\$94,078.40	\$52,409.03	▲12.6%	\$65,559.84	▲16.8%	\$78,710.65	▲19.5%
Multiple	Lead Office Specialist - Multiple	\$41,267.20	\$51,656.80	\$62,046.40	\$36,432.67	▲13.3%	\$46,290.88	▲11.6%	\$56,149.10	▲10.5%
Multiple	Lead Support Clerk - Multiple	\$43,347.20	\$54,308.80	\$65,270.40	\$35,420.97	▲22.4%	\$48,315.75	▲12.4%	\$61,210.53	▲6.6%
Multiple	Legal Secretary I	\$43,347.20	\$54,308.80	\$65,270.40	\$45,283.40	▼(4.3%)	\$56,342.48	▼(3.6%)	\$67,401.56	▼(3.2%)
Multiple	Office Specialist I - Multiple	\$36,025.60	\$44,740.80	\$53,456.00	\$37,801.95	▼(4.7%)	\$47,459.24	▼(5.7%)	\$55,691.80	▼(4.0%)
Multiple	Office Specialist III - Multiple	\$38,604.80	\$48,131.20	\$57,657.60	\$39,553.75	▼(2.4%)	\$52,083.59	▼(7.6%)	\$59,887.03	▼(3.7%)

Department	Position Title	Weber County			Market					
		Current Minimum	Current Midpoint	Current Maximum	Average Minimum	+ / (-) Mkt	Avg. Midpoint	+ / (-) Mkt	Average Maximum	+ / (-) Mkt
Multiple	Operations Manager - Multiple	\$77,854.40	\$99,257.60	\$120,660.80	\$71,956.17	▲8.2%	\$95,149.88	▲4.3%	\$118,343.59	▲2.0%
Multiple	Parks and Recreation Manager	\$70,948.80	\$90,313.60	\$109,678.40	\$73,711.42	▼(3.7%)	\$93,563.05	▼(3.5%)	\$113,414.68	▼(3.3%)
Multiple	Support Clerk - Multiple	\$39,998.40	\$49,940.80	\$59,883.20	\$36,871.29	▲8.5%	\$47,897.02	▲4.3%	\$58,922.76	▲1.6%
Ogden Eccles Conference Center	Audio Visual Manager	\$59,009.60	\$76,544.00	\$94,078.40	Insufficient data		Insufficient data		Insufficient data	
Ogden Eccles Conference Center	Audio Visual Technician	\$43,347.20	\$54,308.80	\$65,270.40	\$47,028.46	▼(7.8%)	\$59,961.06	▼(9.4%)	\$72,893.65	▼(10.5%)
Ogden Eccles Conference Center	Director of Sales	\$70,948.80	\$90,313.60	\$109,678.40	Insufficient data		Insufficient data		Insufficient data	
Ogden Eccles Conference Center	Director of Technical Services	\$91,041.60	\$116,511.20	\$141,980.80	\$66,589.34	▲36.7%	\$88,111.47	▲32.2%	\$109,633.60	▲29.5%
Ogden Eccles Conference Center	Kitchen Steward	\$37,273.60	\$46,373.60	\$55,473.60	\$36,798.25	▲1.3%	\$44,806.19	▲3.5%	\$52,780.35	▲5.1%
Ogden Eccles Conference Center	Sales Manager	\$55,099.20	\$71,344.00	\$87,588.80	\$54,086.04	▲1.9%	\$67,889.11	▲5.1%	\$81,692.18	▲7.2%
Ogden Eccles Conference Center	Social Media Marketing Coordinator	\$47,174.40	\$59,321.60	\$71,468.80	\$52,411.06	▼(10.0%)	\$66,673.39	▼(11.0%)	\$80,935.71	▼(11.7%)
Ogden Eccles Conference Center	Theater Manager	\$63,065.60	\$80,017.60	\$96,969.60	\$65,888.13	▼(4.3%)	\$89,489.79	▼(10.6%)	\$113,091.45	▼(14.3%)
Ogden Eccles Conference Center	Theater Technician	\$51,209.60	\$64,459.20	\$77,708.80	\$46,932.65	▲9.1%	\$57,201.61	▲12.7%	\$67,470.56	▲15.2%
Operations	Community Development Project Coordinator	\$77,854.40	\$99,257.60	\$120,660.80	\$68,221.08	▲14.1%	\$90,888.74	▲9.2%	\$113,556.40	▲6.3%
Operations	Department Head - Operations		\$164,826.30		\$91,092.08		\$130,801.86	▲26.0%	\$170,511.64	
Operations	Local Transportation Fund Manager	\$59,009.60	\$76,544.00	\$94,078.40	\$78,978.92	▼(25.3%)	\$107,448.04	▼(28.8%)	\$135,917.15	▼(30.8%)
Parks	Division Director - Parks		\$97,052.80		\$88,636.06		\$111,515.11	▼(13.0%)	\$140,181.62	
Planning	Division Director - Planning		\$128,824.48		\$98,834.55		\$130,894.85	▼(1.6%)	\$150,410.90	
Planning	Planner II	\$67,038.40	\$85,207.20	\$103,376.00	\$61,514.61	▲9.0%	\$77,305.95	▲10.2%	\$90,863.75	▲13.8%
Planning	Planner Technician	\$41,267.20	\$51,656.80	\$62,046.40	\$47,473.23	▼(13.1%)	\$56,469.85	▼(8.5%)	\$65,466.48	▼(5.2%)
Planning	Principal Planner	\$91,041.60	\$116,511.20	\$141,980.80	\$74,217.34	▲22.7%	\$93,292.70	▲24.9%	\$112,368.07	▲26.4%
Planning	Zoning Enforcement Officer I	\$47,174.40	\$59,321.60	\$71,468.80	\$51,408.12	▼(8.2%)	\$62,348.86	▼(4.9%)	\$73,289.59	▼(2.5%)
Property Management	Division Director - Property Management		\$111,101.95		\$79,026.89		\$109,164.16	▲1.8%	\$139,301.44	
Property Management	Electrician	\$63,065.60	\$80,017.60	\$96,969.60	\$54,042.48	▲16.7%	\$66,806.11	▲19.8%	\$79,569.74	▲21.9%
Property Management	HVAC Technician	\$70,948.80	\$90,313.60	\$109,678.40	\$49,676.54	▲42.8%	\$62,042.41	▲45.6%	\$74,408.29	▲47.4%
Property Management	Landscape Maintenance Worker	\$45,198.40	\$56,690.40	\$68,182.40	\$36,997.45	▲22.2%	\$45,033.96	▲25.9%	\$53,070.48	▲28.5%
Property Management	Paint/Sheetrock Specialist	\$51,209.60	\$64,459.20	\$77,708.80	\$42,228.52	▲21.3%	\$52,273.16	▲23.3%	\$62,317.79	▲24.7%
Property Management	Plumber	\$63,065.60	\$80,017.60	\$96,969.60	\$52,497.71	▲20.1%	\$65,820.43	▲21.6%	\$79,143.14	▲22.5%
Public Defender	Department Director - Public Defender		\$202,294.37		Insufficient data		Insufficient data		Insufficient data	
Public Defender	Forensic Social Worker Mitigation Specialist	\$59,009.60	\$76,544.00	\$94,078.40	\$50,680.66	▲16.4%	\$67,238.00	▲13.8%	\$83,795.35	▲12.3%
Public Defender	Parental Defense Service Coordinator	\$59,009.60	\$76,544.00	\$94,078.40	Insufficient data		Insufficient data		Insufficient data	
Public Defender	Public Defender Attorney (Deputy County Attorney I)		\$117,665.60		\$106,780.35		\$132,228.16	▼(11.0%)	\$157,675.97	
Purchasing	Buyer II	\$51,209.60	\$64,459.20	\$77,708.80	\$56,456.65	▼(9.3%)	\$74,002.81	▼(12.9%)	\$91,548.96	▼(15.1%)
Purchasing	Purchasing Agent	\$84,219.20	\$107,463.20	\$130,707.20	\$51,525.07	▲63.5%	\$65,730.50	▲63.5%	\$79,935.93	▲63.5%
Recorder	Cadastral Map Supervisor	\$59,009.60	\$76,544.00	\$94,078.40	\$58,149.20	▲1.5%	\$71,164.56	▲7.6%	\$84,179.91	▲11.8%
Recorder	Cadastral Mapper I	\$45,198.40	\$56,690.40	\$68,182.40	\$51,201.80	▼(11.7%)	\$65,239.48	▼(13.1%)	\$73,193.96	▼(6.8%)
Recorder	Chief Deputy Surveyor/Recorder		\$123,146.58		\$83,470.01		\$104,926.59	▲17.4%	\$123,688.35	
Recorder	Lead Recorder	\$43,347.20	\$54,308.80	\$65,270.40	\$51,958.20	▼(16.6%)	\$61,673.15	▼(11.9%)	\$71,388.11	▼(8.6%)
Recorder	Recorder I	\$37,273.60	\$46,373.60	\$55,473.60	\$43,366.96	▼(14.1%)	\$52,736.92	▼(12.1%)	\$60,143.72	▼(7.8%)
Recreation Facilities Admin	Department Head - Culture, Parks, and Recreation		\$158,562.67		\$105,901.50		\$132,145.32	▲20.0%	\$158,389.14	
Recreation Facilities Admin	Lead Digital Marketing Content Creator	\$63,065.60	\$80,017.60	\$96,969.60	\$59,230.63	▲6.5%	\$73,392.85	▲9.0%	\$87,555.08	▲10.8%
Road and Highway	Division Director - Road and Highway		\$124,387.92		\$91,975.24		\$115,074.51	▲8.1%	\$138,173.78	
Road and Highway	Heavy Equipment Crew Leader	\$59,009.60	\$76,544.00	\$94,078.40	\$53,188.38	▲10.9%	\$66,074.53	▲15.8%	\$78,960.68	▲19.1%
Road and Highway	Road Supervisor	\$63,065.60	\$80,017.60	\$96,969.60	\$65,201.10	▼(3.3%)	\$80,387.42	▼(0.5%)	\$92,979.36	▲4.3%
Sheriff	Background Investigator				\$46,980.03		\$58,231.44		\$69,482.84	
Sheriff	Case Manager sheriff	\$55,099.20	\$71,344.00	\$87,588.80	\$52,564.85	▲4.8%	\$62,151.45	▲14.8%	\$71,738.05	▲22.1%
Sheriff	Deputy Sheriff Enforcement - Sheriff	\$55,099.20	\$71,344.00	\$87,588.80	\$64,836.01	▼(15.0%)	\$77,021.79	▼(7.4%)	\$89,579.49	▼(2.2%)
Sheriff	Deputy Sheriff Enforcement Corporal	\$63,065.60	\$80,017.60	\$96,969.60	\$79,710.30	▼(20.9%)	\$96,617.79	▼(17.2%)	\$113,525.27	▼(14.6%)
Sheriff	Deputy Sheriff Enforcement Lieutenant	\$84,219.20	\$107,463.20	\$130,707.20	\$107,761.50	▼(21.8%)	\$124,547.58	▼(13.7%)	\$140,899.28	▼(7.2%)
Sheriff	Deputy Sheriff Enforcement Sergeant	\$70,948.80	\$90,313.60	\$109,678.40	\$95,197.37	▼(25.5%)	\$106,818.04	▼(15.5%)	\$117,855.62	▼(6.9%)
Sheriff	Deputy Sheriff Trainee	\$55,099.20	\$71,344.00	\$87,588.80	\$61,558.04	▼(10.5%)	\$72,338.33	▼(1.4%)	\$83,118.61	▲5.4%
Surveyor	Division Director - Surveyor		\$123,747.30		\$99,132.66		\$120,873.71	▲2.4%	\$142,614.77	
Surveyor	Surveyor I	\$59,009.60	\$76,544.00	\$94,078.40	\$61,071.09	▼(3.4%)	\$78,113.32	▼(2.0%)	\$95,155.55	▼(1.1%)
Surveyor	Surveyor III	\$77,854.40	\$99,257.60	\$120,660.80	\$76,289.53	▲2.1%	\$100,221.18	▼(1.0%)	\$116,592.96	▲3.5%
Transfer Station	Division Director - Transfer Station				\$103,713.56		\$127,214.32		\$150,715.08	
Transfer Station	Salvage/Recycling Monitor	\$39,998.40	\$49,940.80	\$59,883.20	Insufficient data		Insufficient data		Insufficient data	
Transfer Station	Scale Attendant	\$41,267.20	\$51,656.80	\$62,046.40	\$34,498.41	▲19.6%	\$41,562.00	▲24.3%	\$48,625.59	▲27.6%
Transfer Station	Site Supervisor	\$51,209.60	\$64,459.20	\$77,708.80	\$64,622.08	▼(20.8%)	\$78,617.53	▼(18.0%)	\$92,612.99	▼(16.1%)

Department	Position Title	Weber County			Market					
		Current Minimum	Current Midpoint	Current Maximum	Average Minimum	+ / (-) Mkt	Avg. Midpoint	+ / (-) Mkt	Average Maximum	+ / (-) Mkt
Transfer Station	<i>Solid Waste Operations Manager</i>	\$63,065.60	\$80,017.60	\$96,969.60	Insufficient data		Insufficient data		Insufficient data	
Transfer Station	Spotter/Operator	\$43,347.20	\$54,308.80	\$65,270.40	\$39,943.24	▲8.5%	\$51,252.44	▲6.0%	\$62,561.63	▲4.3%
Weber Area Dispatch	911 Lead Dispatcher		\$67,225.60		\$55,033.85		\$65,794.85	▲2.2%	\$76,555.85	
Weber Area Dispatch	911 Manager		\$88,608.00		\$72,224.76		\$88,614.01	▼(0.0%)	\$105,003.25	
Weber Area Dispatch	911 Supervisor		\$70,990.40		\$66,935.60		\$80,024.97	▼(11.3%)	\$93,114.34	
Weber Area Dispatch	Dispatch Executive Director		\$149,032.00		\$99,840.84		\$144,676.39	▲3.0%	\$189,511.94	
Weber Area Dispatch	Dispatch IT Manager		\$120,889.60		\$89,358.22		\$109,417.90	▲10.5%	\$129,477.58	
Weber Area Dispatch	<i>Dispatch IT Specialist</i>		\$80,516.80		Insufficient data		Insufficient data		Insufficient data	
Weber Area Dispatch	Emergency Dispatcher I		\$70,532.80		\$50,762.66		\$63,034.80	▲11.9%	\$74,727.54	
Weber-Morgan Health Department	Accreditation & PM/QI Coordinator				\$64,455.84		\$73,661.99		\$97,254.84	
Weber-Morgan Health Department	Community Health Educator I	\$51,209.60	\$64,459.20	\$77,708.80	\$51,363.64	▼(0.3%)	\$64,411.37	▲0.1%	\$77,459.10	▲0.3%
Weber-Morgan Health Department	Community Health Program Manager	\$77,854.40	\$99,257.60	\$120,660.80	\$74,791.99	▲4.1%	\$91,154.98	▲8.9%	\$107,517.97	▲12.2%
Weber-Morgan Health Department	Community Health Worker II	\$47,174.40	\$59,321.60	\$71,468.80	\$50,329.59	▼(6.3%)	\$60,872.68	▼(2.5%)	\$73,076.63	▼(2.2%)
Weber-Morgan Health Department	Department Director - Weber-Morgan Health Department		\$166,175.00		\$116,431.65		\$147,544.85	▲12.6%	\$172,906.03	
Weber-Morgan Health Department	Emergency Services Planner	\$59,009.60	\$76,544.00	\$94,078.40	\$64,220.01	▼(8.1%)	\$77,477.86	▼(1.2%)	\$90,735.71	▲3.7%
Weber-Morgan Health Department	Environmental Health Administrator	\$91,041.60	\$116,511.20	\$141,980.80	\$87,411.96	▲4.2%	\$105,813.83	▲10.1%	\$124,215.70	▲14.3%
Weber-Morgan Health Department	Grant Writer				\$60,685.06		\$73,983.81		\$87,282.55	
Weber-Morgan Health Department	Health Promotion Administrator	\$91,041.60	\$116,511.20	\$141,980.80	\$83,569.96	▲8.9%	\$100,241.42	▲16.2%	\$118,915.44	▲19.4%
Weber-Morgan Health Department	Licensed Environmental Health Program Manager	\$77,854.40	\$99,257.60	\$120,660.80	\$81,128.27	▼(4.0%)	\$99,629.51	▼(0.4%)	\$118,130.75	▲2.1%
Weber-Morgan Health Department	Licensed Environmental Health Scientist I	\$59,009.60	\$76,544.00	\$94,078.40	\$63,178.36	▼(6.6%)	\$78,349.95	▼(2.3%)	\$93,521.54	▲0.6%
Weber-Morgan Health Department	Nutritionist I	\$55,099.20	\$71,344.00	\$87,588.80	\$50,309.99	▲9.5%	\$64,825.57	▲10.1%	\$79,341.15	▲10.4%
Weber-Morgan Health Department	Public Health Epidemiologist				\$68,825.96		\$85,356.75		\$101,887.54	
Weber-Morgan Health Department	Public Health Informaticist				\$74,891.86		\$95,483.86		\$116,075.86	
Weber-Morgan Health Department	Public Health Nursing Administrator	\$98,508.80	\$125,923.20	\$153,337.60	\$98,413.83	▲0.1%	\$120,488.50	▲4.5%	\$142,563.18	▲7.6%
Weber-Morgan Health Department	Registered Nurse II	\$70,948.80	\$90,313.60	\$109,678.40	\$70,818.16	▲0.2%	\$86,135.46	▲4.9%	\$101,604.78	▲7.9%
Weber-Morgan Health Department	Supervisory Nurse	\$84,219.20	\$107,463.20	\$130,707.20	\$82,138.24	▲2.5%	\$99,719.54	▲7.8%	\$117,300.84	▲11.4%
Weber-Morgan Health Department	Supervisory Nutritionist	\$67,038.40	\$85,207.20	\$103,376.00	\$58,329.50	▲14.9%	\$76,611.81	▲11.2%	\$94,894.11	▲8.9%
Weber-Morgan Health Department	WIC Administrator	\$84,219.20	\$107,463.20	\$130,707.20	\$82,846.42	▲1.7%	\$103,440.85	▲3.9%	\$119,824.34	▲9.1%
					AVERAGE	▲3.8%	AVERAGE	▲5.6%	AVERAGE	▲8.0%

Department	Current Title (Census)	Proposed Title	Grade	Minimum	Midpoint	Maximum
Public Defender	Department Director - 0094-01	Department Director - Public Defender	33	\$148,708	\$189,603	\$230,497
Multiple	Chief Criminal Attorney - 0954-01	Chief Attorney	32	\$141,627	\$180,574	\$219,522
Public Defender	Division Director - 0089-01	Chief Attorney	32	\$141,627	\$180,574	\$219,522
Weber-Morgan Health Department	Department Director - 0094-08	Department Director - Weber-Morgan Health Department	32	\$141,627	\$180,574	\$219,522
Attorney-Criminal	Team Supervisor Attorney - 0943-01	Team Supervisor Attorney	31	\$134,882	\$171,975	\$209,067
Information Technology	Division Director - 0083-01	Division Director - Information Technology	31	\$134,882	\$171,975	\$209,067
Human Resources	Department Head - Admin Services - 0091-01	Department Head - Administrative Services	30	\$128,460	\$163,786	\$199,113
Library	Department Director - 0094-15	Department Director - Library	30	\$128,460	\$163,786	\$199,113
Multiple	Deputy County Attorney III - 1147-01	Attorney III	30	\$128,460	\$163,786	\$199,113
Operations	Department Head - 0092-10	Department Head - Community Development	30	\$128,460	\$163,786	\$199,113
Recreation Facilities Admin	Department Head - 0093-06	Department Head - Culture, Parks, and Recreation	30	\$128,460	\$163,786	\$199,113
Weber-Morgan Health Department	Deputy Director Pub Hlth - 0778-08	Deputy Director Public Health (Assistant Director)	30	\$128,460	\$163,786	\$199,113
Jail	Chief Deputy Corrections - 1316	Chief Deputy Corrections	29	\$122,343	\$155,987	\$189,632
Jail	Chief Deputy Support Services - 1991	Chief Deputy Support Services	29	\$122,343	\$155,987	\$189,632
Library	Prof Bus Mgr It III - 0688-15	Professional Business Manager IT III	29	\$122,343	\$155,987	\$189,632
Operations	Department Director - 0094-10	Department Director - Operations (Assistant Director)	29	\$122,343	\$155,987	\$189,632
Recreation Facilities Admin	Assistant Director - 0094-06	Assistant Director - Culture, Parks, and Recreation	29	\$122,343	\$155,987	\$189,632
Sheriff	Chief Deputy Enforcement - 1214	Chief Deputy Enforcement	29	\$122,343	\$155,987	\$189,632
Clerk Auditor	Division Director - 0075-01	Division Director - Finance and Accounting	28	\$116,517	\$148,559	\$180,601
Engineering	Division Director - 0081-10	Division Director - Engineering	28	\$116,517	\$148,559	\$180,601
Homeland Security	Division Director - 0087-03	Division Director - Emergency Management	28	\$116,517	\$148,559	\$180,601
Multiple	Deputy County Attorney II - 1146-01	Attorney II	28	\$116,517	\$148,559	\$180,601
Planning	Division Director - 0079-10	Division Director - Planning	28	\$116,517	\$148,559	\$180,601
Public Defender	Division Director - 1105-03	Division Director - Public Defender/ Forensic Social Work	28	\$116,517	\$148,559	\$180,601
Building Inspection	Division Director - 0076-10	Division Director - Building Inspection	27	\$106,896	\$136,293	\$165,689
Childrens Justice Center	Division Director - 0073-03	Division Director - Childrens Justice Center	27	\$106,896	\$136,293	\$165,689
Economic Development	Division Director - 0088-10	Division Director - Economic Development	27	\$106,896	\$136,293	\$165,689
Golden Spike Event Center	Division Director - 0080-06	Division Director - Golden Spike Event Center	27	\$106,896	\$136,293	\$165,689
Information Technology	Information Security Officer - 0349-01	Information Security Officer	27	\$106,896	\$136,293	\$165,689
Ogden Eccles Conference Center	Division Director - 0078-06	Division Director - Ogden Eccles Conference Center	27	\$106,896	\$136,293	\$165,689
Animal Shelter	Division Director - 0086-03	Division Director - Animal Shelter	26	\$100,958	\$126,197	\$151,437
Assessor	Chief Deputy Assessor - 1170	Chief Deputy Assessor	26	\$100,958	\$126,197	\$151,437
Assessor	Real Estate Division Admin - 0906-01	Chief Deputy Real Estate	26	\$100,958	\$126,197	\$151,437
Assessor	Personal Property Div Admin - 0931-01	Personal Property Division Administrator	26	\$100,958	\$126,197	\$151,437
Assessor	Real Estate Assessment Mgr - 0929-01	Real Estate Assessment Manager	26	\$100,958	\$126,197	\$151,437
Clerk Auditor	Chief Deputy Clerk Auditor - 0098-01	Chief Deputy Clerk Auditor	26	\$100,958	\$126,197	\$151,437
Human Resources	Assistant Director Of HR - 0983-01	Assistant Director - Human Resources	26	\$100,958	\$126,197	\$151,437
Ice Sheet	Division Director - 0072-06	Division Director - Ice Sheet	26	\$100,958	\$126,197	\$151,437
Internal Audit	Internal Audit	Internal Auditor	26	\$100,958	\$126,197	\$151,437
Library	Assistant Library Director II - 0691-15	Assistant Library Director II	26	\$100,958	\$126,197	\$151,437
Multiple	Deputy County Attorney I - 0942-01	Attorney I	26	\$100,958	\$126,197	\$151,437
Parks	Division Director - 0074-06	Division Director - Parks & Recreation	26	\$100,958	\$126,197	\$151,437
Property Management	Division Director - 0071-01	Division Director - Property Management	26	\$100,958	\$126,197	\$151,437
Recorder	Chief Deputy - Surveyor/Recorder - 0100-01	Chief Deputy Surveyor/Recorder	26	\$100,958	\$126,197	\$151,437
Road and Highway	Division Director - 0070-02	Division Director - Road and Highway	26	\$100,958	\$126,197	\$151,437
Surveyor	Division Director - 0084-01	Division Director - Surveyor/Recorder	26	\$100,958	\$126,197	\$151,437
Transfer Station	New Position	Division Director - Transfer Station	26	\$100,958	\$126,197	\$151,437

Department	Current Title (Census)	Proposed Title	Grade	Minimum	Midpoint	Maximum
Treasurer	Chief Deputy Treasurer - 0102-01	Chief Deputy Treasurer	26	\$100,958	\$126,197	\$151,437
Weber-Morgan Health Department	Pub Hlth Nursing Admin - 0819-08	Public Health Nursing Administrator	26	\$100,958	\$126,197	\$151,437
Attorney-Criminal	Admin /Chief Investigator - 0940-01	Administrator /Chief Investigator	25	\$93,479	\$116,849	\$140,219
Geographic Information Systems	GIS Project Manager - 0336-01	GIS Project Manager	25	\$93,479	\$116,849	\$140,219
Information Technology	0343-01 Systems Analyst Team Leader / 0352-01 Systems	Systems DBA Team Leader	25	\$93,479	\$116,849	\$140,219
Library	Asst Library Director I - 0690-15	Assistant Library Director I	25	\$93,479	\$116,849	\$140,219
Library	Prof Bus Mgr Buildings III - 0685-15	Professional Business Manager Buildings III	25	\$93,479	\$116,849	\$140,219
Ogden Eccles Conference Center	Dir Of Tech Services - 1032-06	Director of Technical Services	25	\$93,479	\$116,849	\$140,219
Weber-Morgan Health Department	Env Health Admin - 0729-08	Environmental Health Administrator	25	\$93,479	\$116,849	\$140,219
Weber-Morgan Health Department	Health Promo Admin - 0749-08	Health Promotion Administrator	25	\$93,479	\$116,849	\$140,219
Assessor	Cert General Appraiser - 0904-01	Certified General Appraiser	24	\$88,188	\$110,235	\$132,282
Clerk Auditor	Senior Accountant - 0915-01	Senior Accountant	24	\$88,188	\$110,235	\$132,282
Library	Library Specialist Assistant IT Manager II - 0634-15	Library Specialist Assistant IT Manager II	24	\$88,188	\$110,235	\$132,282
Planning	Principal Planner - 0967-10	Principal Planner	24	\$88,188	\$110,235	\$132,282
Purchasing	Purchasing Agent - 0155-01	Purchasing Agent	24	\$88,188	\$110,235	\$132,282
Weber-Morgan Health Department	Supervisory Nurse - 0814-08	Supervisory Nurse	24	\$88,188	\$110,235	\$132,282
Weber-Morgan Health Department	WIC Administrator - 0794-08	WIC Administrator	24	\$88,188	\$110,235	\$132,282
Assessor	Land Appraiser - 0905-01	Land Appraiser	23	\$83,196	\$103,995	\$124,794
Building Inspection	Sr Bldg Inspect/Plans Examiner - 0216-10	Senior Building Inspector/Plans Examiner	23	\$83,196	\$103,995	\$124,794
Engineering	Civil Engineer III - 0925-10	Civil Engineer III	23	\$83,196	\$103,995	\$124,794
Information Technology	Network Administrator - 0332-01	Network Administrator	23	\$83,196	\$103,995	\$124,794
Information Technology	Systems Analyst - 0340-01	Systems Analyst	23	\$83,196	\$103,995	\$124,794
Jail	Division Director - 0069-04	Division Director - Jail (Finance Manager)	23	\$83,196	\$103,995	\$124,794
Library	Prof Bus Mgr Buildings I - 0683-15	Professional Business Manager Buildings I	23	\$83,196	\$103,995	\$124,794
Library	Prof Bus Mgr Div/Supp Serv III - 0682-15	Professional Business Manager Division/Support Services III	23	\$83,196	\$103,995	\$124,794
Operations	Community Devel Project Coord - 0781-10	Community Development Project Coordinator	23	\$83,196	\$103,995	\$124,794
Operations	Local Transportation Fund Mgr - 0189-10	Local Transportation Fund Manager	23	\$83,196	\$103,995	\$124,794
Sheriff	Security and Event Logistics Manager	Security and Event Logistics Manager	23	\$83,196	\$103,995	\$124,794
Surveyor	Surveyor III - 0926-01	Surveyor III	23	\$83,196	\$103,995	\$124,794
Weber-Morgan Health Department	Lic Env Hth Prog Mgr - 0724-08	Licensed Environmental Health Program Manager	23	\$83,196	\$103,995	\$124,794
Assessor	Cert Residential Appraiser - 0903-01	Certified Residential Appraiser	22	\$79,234	\$99,043	\$118,851
Assessor	Prop Assessment Mgr Asst - 0932-01	Property Assessment Manager Assistant	22	\$79,234	\$99,043	\$118,851
Commission	Public Relations Manager 1111-01	Public Relations Manager	22	\$79,234	\$99,043	\$118,851
Elections	Elections Administrator - 0181-01	Elections Administrator	22	\$79,234	\$99,043	\$118,851
Geographic Information Systems	GIS Programmer/Specialist - 0351-01	GIS Programmer/Specialist	22	\$79,234	\$99,043	\$118,851
Golden Spike Event Center	Manager Of Events - 0146-06	Manager of Events	22	\$79,234	\$99,043	\$118,851
Information Technology	Cybersecurity Analyst I - 1165-01	Cybersecurity Analyst	22	\$79,234	\$99,043	\$118,851
Information Technology	Programmer Analyst - 0339-01	Software Developer	22	\$79,234	\$99,043	\$118,851
Jail	Technical Support Lead Sheriff - 0355-11	Technical Support Lead - Sheriff	22	\$79,234	\$99,043	\$118,851
Library	Prof Bus Mgr Div/Supp Serv II - 0681-15	Professional Business Manager Division/Support Services II	22	\$79,234	\$99,043	\$118,851
Multiple	Operations Manager - 1022-01	Operations Manager - Multiple	22	\$79,234	\$99,043	\$118,851
Planning	Planner III - 0964-10	Planner III	22	\$79,234	\$99,043	\$118,851
Weber-Morgan Health Department	Community Health Program Manager - 0741-08	Community Health Program Manager	22	\$79,234	\$99,043	\$118,851
Weber-Morgan Health Department	Emergency Services Prog Mgr - 0780-08	Emergency Services Program Manager	22	\$79,234	\$99,043	\$118,851
Weber-Morgan Health Department	Public Health Informaticist - 1049-08	Public Health Informaticist	22	\$79,234	\$99,043	\$118,851
Weber-Morgan Health Department	Registered Nurse III	Registered Nurse III	22	\$79,234	\$99,043	\$118,851
Building Inspection	Building Insp/Plans Exam II - 1167-10	Building Inspection/Plans Examiner II	21	\$75,462	\$94,327	\$113,193

Department	Current Title (Census)	Proposed Title	Grade	Minimum	Midpoint	Maximum
County Sports Shooting Complex	Gun Range Manager - 0145-06	Gun Range Manager	21	\$75,462	\$94,327	\$113,193
Crime Scene Investigation	CSI Supervisor - 0582-04	Crime Scene Investigation Supervisor	21	\$75,462	\$94,327	\$113,193
Engineering	Civil Engineer II - 0923-10	Civil Engineer II	21	\$75,462	\$94,327	\$113,193
Human Resources	Benefits & Compensation Admin - 0985-01	Benefits and Compensation Administrator	21	\$75,462	\$94,327	\$113,193
Human Resources	Training & Risk Manager - 0994-01	Training and Risk Manager	21	\$75,462	\$94,327	\$113,193
Information Technology	Telecomm Support Eng - 0991-01	Telecommunications Support Engineer	21	\$75,462	\$94,327	\$113,193
Jail	Internal Auditor - Jail	Compliance Auditor - Jail	21	\$75,462	\$94,327	\$113,193
Jail	Evidence Room Quartermaster Manager 1155-04	Evidence Room Quartermaster Manager	21	\$75,462	\$94,327	\$113,193
Library	Prof Bus Mgr Div/Supp Serv I - 0680-15	Professional Business Manager Division/Support Services I	21	\$75,462	\$94,327	\$113,193
Multiple	Facilities Manager - 1033-01	Facilities Manager - Multiple	21	\$75,462	\$94,327	\$113,193
Multiple	Parks & Rec Manager - 0472-06	Parks and Recreation Manager	21	\$75,462	\$94,327	\$113,193
Ogden Eccles Conference Center	Director Of Sales - 1006-06	Director of Sales	21	\$75,462	\$94,327	\$113,193
Surveyor	Surveyor II - 0921-01	Surveyor II	21	\$75,462	\$94,327	\$113,193
Weber-Morgan Health Department	New Position	Accreditation & PM/QI Coordinator	21	\$75,462	\$94,327	\$113,193
Assessor	Licensed Appraiser - 0902-01	Licensed Appraiser	20	\$71,868	\$89,835	\$107,802
Assessor	Real Property Quality Assurance - 0908-01	Real Property Quality Assurance	20	\$71,868	\$89,835	\$107,802
Geographic Information Systems	GIS Specialist - 0337-01	GIS Specialist	20	\$71,868	\$89,835	\$107,802
Information Technology	Hardware Technician II - 0325-01	Service Desk Analyst II	20	\$71,868	\$89,835	\$107,802
Jail	Justice Programs Supervisor - 1161-11	Justice Programs Supervisor	20	\$71,868	\$89,835	\$107,802
Library	Library Asst Div/Prog Mgr II - 0624-15	Library Assistant Division/Program Manager II	20	\$71,868	\$89,835	\$107,802
Multiple	Food And Beverage Manager - 0174-06	Food And Beverage Manager	20	\$71,868	\$89,835	\$107,802
Multiple	Lead Accountant 0914-01	Lead Accountant - Multiple	20	\$71,868	\$89,835	\$107,802
Ogden Eccles Conference Center	Theater Manager - 1011-06	Theater Manager	20	\$71,868	\$89,835	\$107,802
Planning	Planner II - 0962-10	Planner II	20	\$71,868	\$89,835	\$107,802
Property Management	Electrician - 0447-01	Electrician	20	\$71,868	\$89,835	\$107,802
Property Management	HVAC Technician - 0449-01	HVAC Technician	20	\$71,868	\$89,835	\$107,802
Property Management	Plumber - 0446-01	Plumber	20	\$71,868	\$89,835	\$107,802
Transfer Station	Solid Waste Operations Manager - 1106-13	Solid Waste Operations Manager	20	\$71,868	\$89,835	\$107,802
Weber-Morgan Health Department	Lic Env Health Scientist III - 0723-08	Licensed Environmental Health Scientist III	20	\$71,868	\$89,835	\$107,802
Weber-Morgan Health Department	Pub Relation/Info Officer - 0782-08	Public Relations/Information Officer	20	\$71,868	\$89,835	\$107,802
Weber-Morgan Health Department	Registered Nurse II - 0812-08	Registered Nurse II	20	\$71,868	\$89,835	\$107,802
Weber-Morgan Health Department	Supervisory Nutritionist - 0748-08	Supervisory Nutritionist	20	\$71,868	\$89,835	\$107,802
Assessor	Personal Prop Apprais Lead - 0896-01	Personal Property Appraiser Lead	19	\$68,446	\$85,557	\$102,669
Attorney-Criminal	Investigator II - 0939-01	Investigator II	19	\$68,446	\$85,557	\$102,669
Attorney-Criminal	Victim Coordinator Supervisor - 0705-01	Victim Coordinator Supervisor	19	\$68,446	\$85,557	\$102,669
Building Inspection	Building Insp/Plans Exam I - 0215-10	Building Inspection/Plans Examiner I	19	\$68,446	\$85,557	\$102,669
Golden Spike Event Center	Senior Event Manager - 1002-06	Senior Event Manager	19	\$68,446	\$85,557	\$102,669
Human Resources	HR Generalist II - 0980-01	Human Resources Generalist II	19	\$68,446	\$85,557	\$102,669
Information Technology	Service Desk Analyst - 0361-01	Service Desk Analyst I	19	\$68,446	\$85,557	\$102,669
Jail	Computer Sys Sup Tech Sheriff - 0326-11	Computer Systems Support Technician - Sheriff	19	\$68,446	\$85,557	\$102,669
Library	Associate Manager IT II - 0677-15	Associate Manager IT II	19	\$68,446	\$85,557	\$102,669
Library	Librarian Asst Div/Prog Mgr I - 0623-15	Librarian Assistant Division/Program Manager I	19	\$68,446	\$85,557	\$102,669
Public Defender	Forensic Social Worker Mitigation Specialist 1113-01	Forensic Social Worker Mitigation Specialist	19	\$68,446	\$85,557	\$102,669
Road and Highway	Road Supervisor - 0436-02	Road Supervisor	19	\$68,446	\$85,557	\$102,669
Surveyor	Surveyor I - 0246-01	Surveyor I	19	\$68,446	\$85,557	\$102,669
Weber-Morgan Health Department	Health Homes Grant Program Manager 1159-08	Health Homes Grant Program Manager	19	\$68,446	\$85,557	\$102,669
Weber-Morgan Health Department	New Position	Public Health Epidemiologist	19	\$68,446	\$85,557	\$102,669

Department	Current Title (Census)	Proposed Title	Grade	Minimum	Midpoint	Maximum
Assessor	Appraiser Trainee - 0899-01	Appraiser Trainee	18	\$65,186	\$81,483	\$97,779
Garage	Lead Equipment Mechanic - 0416-12	Equipment Mechanic- Lead	18	\$65,186	\$81,483	\$97,779
Homeland Security	Emergency Mgmt Technician - 0571-03	Emergency Management Technician	18	\$65,186	\$81,483	\$97,779
Information Technology	Web Developer I 1110-01	Web Developer	18	\$65,186	\$81,483	\$97,779
Jail	Lead Case Manager - Sheriff - 0735-11	Lead Case Manager - Sheriff	18	\$65,186	\$81,483	\$97,779
Library	Associate Mgr Business II - 0674-15	Associate Manager Business II	18	\$65,186	\$81,483	\$97,779
Library	Associate Mgr It I - 0676-15	Associate Manager IT I	18	\$65,186	\$81,483	\$97,779
Library	Library Spec/Pub Supp Serv III - 0638-15	Library Specialist Public/Support Services III	18	\$65,186	\$81,483	\$97,779
Multiple	Accountant II - 0913-01	Accountant II - Multiple	18	\$65,186	\$81,483	\$97,779
Multiple	Executive Assistant To Elected Official - 0095-01	Executive Assistant To Elected Official	18	\$65,186	\$81,483	\$97,779
Ogden Eccles Conference Center	Audio Visual Manager - 1035-06	Audio Visual Manager	18	\$65,186	\$81,483	\$97,779
Property Management	HVAC Service Associate 1145-01	HVAC Service Associate	18	\$65,186	\$81,483	\$97,779
Recreation Facilities Admin	Lead Digital Marketing Content Creator - 1040-06	Lead Digital Marketing Content Creator	18	\$65,186	\$81,483	\$97,779
Road and Highway	Heavy Equipment Crew Leader - 0426-02	Heavy Equipment Crew Leader	18	\$65,186	\$81,483	\$97,779
Weber-Morgan Health Department	Grant Writer 1169-08	Grant Writer	18	\$65,186	\$81,483	\$97,779
Weber-Morgan Health Department	Lead Air Poll Control Tech/Aud - 0727-08	Lead Air Pollution Control Technician/Auditor	18	\$65,186	\$81,483	\$97,779
Weber-Morgan Health Department	Lic Env Health Scientist II - 0722-08	Licensed Environmental Health Scientist II	18	\$65,186	\$81,483	\$97,779
Childrens Justice Center	Forensic Interviewer II - 1160-03	Forensic Interviewer II	17	\$62,082	\$77,603	\$93,123
Crime Scene Investigation	CSI Evidence Analyst Tech II - 0581-04	Crime Scene Investigation Evidence Analyst Technician II	17	\$62,082	\$77,603	\$93,123
Golden Spike Event Center	Events Manager - 0148-06	Event Manager	17	\$62,082	\$77,603	\$93,123
Human Resources	HR Generalist I - 0978-01	Human Resources Generalist I	17	\$62,082	\$77,603	\$93,123
Library	Associate Mgr Business I - 0673-15	Associate Manager Business I	17	\$62,082	\$77,603	\$93,123
Library	Librarian Pub/Tech Services I - 0643-15	Librarian Public/Technical Services I	17	\$62,082	\$77,603	\$93,123
Library	Library Spec Pub/Supp Serv II - 0637-15	Library Specialist Public/Support Services II	17	\$62,082	\$77,603	\$93,123
Ogden Eccles Conference Center	Banquet Manager - 1031-06	Banquet Manager	17	\$62,082	\$77,603	\$93,123
Ogden Eccles Conference Center	Event Manager - 1001-06	Event Manager	17	\$62,082	\$77,603	\$93,123
Ogden Eccles Conference Center	Executive Chef - 1014-06	Executive Chef	17	\$62,082	\$77,603	\$93,123
Ogden Eccles Conference Center	Theater Event Manager - 1029-06	Theater Event Manager	17	\$62,082	\$77,603	\$93,123
Public Defender	Parental Defense Service Coordinator - 1091-01	Parental Defense Service Coordinator	17	\$62,082	\$77,603	\$93,123
Recorder	Cadastral Map Supvr - 0224-01	Cadastral Map Supervisor	17	\$62,082	\$77,603	\$93,123
Transfer Station	Assistant Solid Waste Operation Manager 0487-13	Assistant Solid Waste Operation Manager	17	\$62,082	\$77,603	\$93,123
Weber-Morgan Health Department	Emergency Services Planner - 0784-08	Emergency Services Planner	17	\$62,082	\$77,603	\$93,123
Weed Dept	Weed Control Supervisor - 0428-02	Weed Control Supervisor	17	\$62,082	\$77,603	\$93,123
Clerk Auditor	Accountant I - 0912-01	Accountant I	16	\$59,126	\$73,908	\$88,689
Jail	Public Safety Office Manager - 0188-11	Public Safety Office Manager	16	\$59,126	\$73,908	\$88,689
Library	Library Spec Pub/Supp Serv I - 0636-15	Library Specialist Public/Support Services I	16	\$59,126	\$73,908	\$88,689
Multiple	Business Office Manager II - 0171-01	Business Office Manager II - Multiple	16	\$59,126	\$73,908	\$88,689
Multiple	Lead Building Service Worker - 0445-01	Lead Building Service Worker - Multiple	16	\$59,126	\$73,908	\$88,689
Multiple	Public Services Manager - 0673-01	Public Services Manager	16	\$59,126	\$73,908	\$88,689
Ogden Eccles Conference Center	Sales Manager - 1007-06	Sales Manager	16	\$59,126	\$73,908	\$88,689
Planning	Zoning Enforcement Officer II - 0974-10	Zoning Enforcement Officer II	16	\$59,126	\$73,908	\$88,689
Purchasing	Buyer II - 0154-01	Buyer II	16	\$59,126	\$73,908	\$88,689
Sheriff	New Position	Background Investigator	16	\$59,126	\$73,908	\$88,689
Sheriff	Case Manager - Sheriff - 0736-04	Case Manager Sheriff	16	\$59,126	\$73,908	\$88,689
Weber-Morgan Health Department	Air Pollution Control Insp/Technician II - 0726-08	Air Pollution Control Inspector/Technician II	16	\$59,126	\$73,908	\$88,689
Weber-Morgan Health Department	Community Health Educator II - 0744-08	Community Health Educator II	16	\$59,126	\$73,908	\$88,689
Weber-Morgan Health Department	Lic Env Health Scientist I - 0721-08	Licensed Environmental Health Scientist I	16	\$59,126	\$73,908	\$88,689

Department	Current Title (Census)	Proposed Title	Grade	Minimum	Midpoint	Maximum
Weber-Morgan Health Department	Nutritionist II - 0747-08	Nutritionist II	16	\$59,126	\$73,908	\$88,689
Attorney-Criminal	Victim Coordinator - 0704-01	Victim Coordinator	15	\$57,460	\$70,389	\$83,317
Childrens Justice Center	Forensic Interviewer - 0786-03	Forensic Interviewer I	15	\$57,460	\$70,389	\$83,317
Crime Scene Investigation	CSI Evidence Analyst Tech I - 0580-04	Crime Scene Investigation Evidence Analyst Technician I	15	\$57,460	\$70,389	\$83,317
Elections	Elections Support Specialist - 0309-01	Elections Support Specialist	15	\$57,460	\$70,389	\$83,317
Jail	Project and Community Engagement Coordinator - 1100-11	Project and Community Engagement Coordinator	15	\$57,460	\$70,389	\$83,317
Library	Asst Spec IT I - 0664-15	Assistant Specialist IT I	15	\$57,460	\$70,389	\$83,317
Library	Associate Mgr Property II - 0671-15	Associate Manager Property II	15	\$57,460	\$70,389	\$83,317
Property Management	Paint/Sheetrock Specialist - 0448-01	Paint/Sheetrock Specialist	15	\$57,460	\$70,389	\$83,317
Recorder	Cadastral Mapper II - 0225-01	Cadastral Mapper II	15	\$57,460	\$70,389	\$83,317
Transfer Station	Site Supervisor 1109-13	Site Supervisor	15	\$57,460	\$70,389	\$83,317
Assessor	Greenbelt Technician - 0900-01	Greenbelt Technician	14	\$54,208	\$66,405	\$78,602
Assessor	Personal Property Appras II - 0898-01	Personal Property Appraiser II	14	\$54,208	\$66,405	\$78,602
Engineering	Engineering Tech - 0240-10	Engineering Technician	14	\$54,208	\$66,405	\$78,602
Garage	Equipment Mechanic II - 0414-12	Equipment Mechanic II	14	\$54,208	\$66,405	\$78,602
Library	Associate Mgr Property I - 0670-15	Associate Manager Property I	14	\$54,208	\$66,405	\$78,602
Library	Associate Specialist Pub/Tech Serv II - 0631-15	Associate Specialist Public/Technical Services II	14	\$54,208	\$66,405	\$78,602
Multiple	Building Service Worker IV - 0444-06	Building Service Worker IV - Multiple	14	\$54,208	\$66,405	\$78,602
Multiple	Equipment Operator III - 0424-02	Equipment Operator III	14	\$54,208	\$66,405	\$78,602
Ogden Eccles Conference Center	Social Media Marketing Coor - 1034-06	Social Media Marketing Coordinator	14	\$54,208	\$66,405	\$78,602
Planning	Zoning Enforcement Officer - 0973-10	Zoning Enforcement Officer I	14	\$54,208	\$66,405	\$78,602
Weber-Morgan Health Department	Air Pollution Controll Insp/Technician I - 0725-08	Air Pollution Control Inspector/Technician I	14	\$54,208	\$66,405	\$78,602
Weber-Morgan Health Department	Community Health Educator I - 0742-08	Community Health Educator I	14	\$54,208	\$66,405	\$78,602
Weber-Morgan Health Department	Lic Env Health Scientist in Training - 0720-08	Licensed Environmental Health Scientist in Training	14	\$54,208	\$66,405	\$78,602
Weber-Morgan Health Department	Nutritionist I - 0746-08	Nutritionist I	14	\$54,208	\$66,405	\$78,602
Animal Control	Animal Control Officer - 0560-03	Animal Control Officer	13	\$51,140	\$62,646	\$74,153
Attorney-Criminal	Legal Technician - 0187-01	Legal Technician	13	\$51,140	\$62,646	\$74,153
Clerk Auditor	Deputy Clerk For The Boe - 0182-01	Deputy Clerk For The Board of Equalization	13	\$51,140	\$62,646	\$74,153
Library	Assoc Spec Pub/Supp Serv I - 0630-15	Associate Specialist Public/Support Services I	13	\$51,140	\$62,646	\$74,153
Multiple	Equipment Operator II - 0422-02	Equipment Operator II	13	\$51,140	\$62,646	\$74,153
Ogden Eccles Conference Center	Sous Chef 1114-06	Sous Chef	13	\$51,140	\$62,646	\$74,153
Ogden Eccles Conference Center	Theater Tech - 0403-06	Theater Technician	13	\$51,140	\$62,646	\$74,153
Recorder	Cadastral Mapper - 0223-01	Cadastral Mapper I	13	\$51,140	\$62,646	\$74,153
Recorder	Lead Recorder - 1164-01	Lead Recorder	13	\$51,140	\$62,646	\$74,153
Weber-Morgan Health Department	Community Health Worker II - 1042-08	Community Health Worker II	13	\$51,140	\$62,646	\$74,153
Animal Shelter	Lead Animal Services Worker - 0565-03	Lead Animal Services Worker	12	\$48,245	\$59,100	\$69,955
Assessor	Personal Property Appras I - 0897-01	Personal Property Appraiser I	12	\$48,245	\$59,100	\$69,955
Attorney-Criminal	Legal Secretary II - 0186-01	Legal Secretary II	12	\$48,245	\$59,100	\$69,955
Building Inspection	Permit Technician - 0209-10	Permit Technician	12	\$48,245	\$59,100	\$69,955
Clerk Auditor	Tax Relief Specialist - 0115-01	Tax Relief Specialist	12	\$48,245	\$59,100	\$69,955
Garage	Equipment Mechanic I - 0412-12	Equipment Mechanic I	12	\$48,245	\$59,100	\$69,955
Library	Asst Spec Business I - 0667-15	Assistant Specialist Business I	12	\$48,245	\$59,100	\$69,955
Library	Asst Spec Pub/Tech II - 0621-15	Assistant Specialist Public/Technical Services II	12	\$48,245	\$59,100	\$69,955
Multiple	Building Service Worker III - 0443-06	Building Service Worker III - Multiple	12	\$48,245	\$59,100	\$69,955
Multiple	Equipment Operator I - 0420-02	Equipment Operator I	12	\$48,245	\$59,100	\$69,955
Ogden Eccles Conference Center	Audio Visual Tech - 1037-06	Audio Visual Technician	12	\$48,245	\$59,100	\$69,955
Planning	Planner Technician - 0959-10	Planner Technician	12	\$48,245	\$59,100	\$69,955

Department	Current Title (Census)	Proposed Title	Grade	Minimum	Midpoint	Maximum
Transfer Station	Lead Scale Attendant - 0191-13	Lead Scale Attendant	12	\$48,245	\$59,100	\$69,955
Animal Control	Asst Animal Control Officer - 0561-03	Assistant Animal Control Officer	11	\$45,514	\$55,755	\$65,995
Assessor	Appraiser Tech II - 0901-01	Appraiser Technician II	11	\$45,514	\$55,755	\$65,995
Childrens Justice Center	Human Services Specialist I - 0706-03	Human Services Specialist I	11	\$45,514	\$55,755	\$65,995
Golden Spike Event Center	Event Op/Safety Sec Sup - 0175-06	Event Operations/Safety Security Supervisor	11	\$45,514	\$55,755	\$65,995
Jail	Evidence Technician 1153-04	Evidence Technician	11	\$45,514	\$55,755	\$65,995
Library	Asst Spec Pub/Tech I - 0620-15	Assistant Specialist Public/Technical Services I	11	\$45,514	\$55,755	\$65,995
Multiple	Building Service Worker II - 0442-01	Building Service Worker II - Multiple	11	\$45,514	\$55,755	\$65,995
Multiple	Business Office Manager I - 0170-06	Business Office Manager I - Multiple	11	\$45,514	\$55,755	\$65,995
Multiple	Lead Support Clerk - 0109-01	Lead Support Clerk - Multiple	11	\$45,514	\$55,755	\$65,995
Multiple	Lead Office Specialist 0114-06	Lead Office Specialist - Multiple	11	\$45,514	\$55,755	\$65,995
Property Management	Landscape Maintenance Worker 1154-01	Landscape Maintenance Worker	11	\$45,514	\$55,755	\$65,995
Recorder	Recorder II - 1162-01	Recorder II	11	\$45,514	\$55,755	\$65,995
Transfer Station	Site Equipment Operator I - 0484-13	Site Equipment Operator I	11	\$45,514	\$55,755	\$65,995
Weber-Morgan Health Department	Community Health Worker I - 1166-08	Community Health Worker I	11	\$45,514	\$55,755	\$65,995
Animal Shelter	Animal Services Worker - 0564-03	Animal Services Worker	10	\$42,143	\$51,625	\$61,107
County Sports Shooting Complex	Office Admin-Gun Range - 0143-06	Office Specialist III - Multiple	10	\$42,143	\$51,625	\$61,107
Jail	Correctional Assistant - 0539-11	Correctional Assistant	10	\$42,143	\$51,625	\$61,107
Multiple	Building Service Worker I - 0440-06	Building Service Worker I - Multiple	10	\$42,143	\$51,625	\$61,107
Multiple	Legal Secretary I - 0185-01	Legal Secretary I	10	\$42,143	\$51,625	\$61,107
Multiple	Box Office Coordinator - 0162-06	Office Specialist III - Multiple	10	\$42,143	\$51,625	\$61,107
Multiple	Support Clerk - 0111-03	Support Clerk - Multiple	10	\$42,143	\$51,625	\$61,107
Multiple	Office Specialist III - 0113-08	Office Specialist III - Multiple	10	\$42,143	\$51,625	\$61,107
Ogden Eccles Conference Center	Setup/Change Over Supervisor - 1024-06	Setup/Change Over Supervisor	10	\$42,143	\$51,625	\$61,107
Transfer Station	Scale Attendant - 0190-13	Scale Attendant	10	\$42,143	\$51,625	\$61,107
Transfer Station	Spotter/Operator - 0478-13	Spotter/Operator	10	\$42,143	\$51,625	\$61,107
Golden Spike Event Center	Food & Beverage Supervisor - 0158-06	Food and Beverage Supervisor	9	\$39,758	\$48,703	\$57,649
Ogden Eccles Conference Center	Banquet Server Supervisor - 1018-06	Banquet Server Supervisor	9	\$39,758	\$48,703	\$57,649
Ogden Eccles Conference Center	Line Cook - 1015-06	Line Cook	9	\$39,758	\$48,703	\$57,649
Recorder	Recorder I - 1163-01	Recorder I	9	\$39,758	\$48,703	\$57,649
Weber-Morgan Health Department	Peer Counselor - 1071-08	Peer Counselor	9	\$39,758	\$48,703	\$57,649
Multiple	Office Specialist II 0112-03	Office Specialist II - Multiple	9	\$39,758	\$48,703	\$57,649
Library	Materials Handling Clerk I - 0606-15	Materials Handling Clerk I	8	\$38,653	\$46,384	\$54,114
Library	Tech Spec Business I - 0612-15	Technical Specialist Business I	8	\$38,653	\$46,384	\$54,114
Multiple	Housekeeper - 1020-06	Housekeeper	8	\$38,653	\$46,384	\$54,114
Multiple	Office Specialist I - 0110-10	Office Specialist I - Multiple	8	\$38,653	\$46,384	\$54,114
Ogden Eccles Conference Center	Kitchen Steward - 1017-06	Kitchen Steward	8	\$38,653	\$46,384	\$54,114
Ogden Eccles Conference Center	Setup/Change Over Wrkr - 1025-06	Setup/Change Over Wrkr	8	\$38,653	\$46,384	\$54,114
Transfer Station	Salvage/Recycling Monitor - 0483-13	Salvage/Recycling Monitor	8	\$38,653	\$46,384	\$54,114

Department	Proposed Title	Grade	Minimum	Midpoint	Maximum
Jail	Deputy Sheriff Captain	DS6	\$117,652	\$141,182	\$164,713
Sheriff	Deputy Sheriff Enforcement Lieutenant	DS5	\$104,099	\$124,919	\$145,739
Jail	Deputy Sheriff Corrections Lieutenant	DS5	\$104,099	\$124,919	\$145,739
Sheriff	Deputy Sheriff Enforcement Sergeant	DS4	\$87,478	\$104,974	\$122,469
Jail	Deputy Sheriff Corrections Sergeant	DS4	\$87,478	\$104,974	\$122,469
Jail	Deputy Sheriff Corrections Corporal	DS3	\$74,134	\$88,961	\$103,788
Sheriff	Deputy Sheriff Enforcement Corporal	DS3	\$74,134	\$88,961	\$103,788
Jail	Deputy Sheriff Enforcement - Jail	DS2	\$64,480	\$77,357	\$90,272
Sheriff	Deputy Sheriff Enforcement - Sheriff	DS2	\$64,480	\$77,357	\$90,272
Jail	Deputy Sheriff Corrections	DS2	\$64,480	\$77,357	\$90,272
Jail	Event Deputy - Jail	DS2	\$64,480	\$77,357	\$90,272
Sheriff	Event Deputy - Sheriff	DS2	\$64,480	\$77,357	\$90,272
Jail	Correctional Officer Trainee	DS1	\$61,500	\$67,650	\$73,800
Sheriff	Deputy Sheriff Trainee	DS1	\$61,500	\$67,650	\$73,800

Department	Proposed Title	Grade	Minimum	Midpoint	Maximum
Weber Area Dispatch	Dispatch Executive Director	EMD9	\$126,799	\$155,329	\$183,859
Weber Area Dispatch	Deputy Director Dispatch	EMD8	\$120,761	\$147,932	\$175,103
Weber Area Dispatch	Dispatch IT Manager	EMD7	\$95,842	\$117,406	\$138,971
Weber Area Dispatch	911 Manager	EMD6	\$90,416	\$110,760	\$131,103
Weber Area Dispatch	Dispatch Office Manager	EMD5	\$74,724	\$91,537	\$108,350
Weber Area Dispatch	911 Supervisor	EMD4	\$65,836	\$80,649	\$95,462
Weber Area Dispatch	Dispatch IT Specialist	EMD3	\$59,312	\$72,657	\$86,002
Weber Area Dispatch	911 Lead Dispatcher	EMD3	\$59,312	\$72,657	\$86,002
Weber Area Dispatch	Emergency Dispatcher I	EMD2	\$51,576	\$63,180	\$74,785
Weber Area Dispatch	Emergency Dispatcher Trainee	EMD1	\$50,000		