

A RESOLUTION OF THE GRAND COUNTY COUNCIL ADOPTING GRADE CLASSIFICATIONS WITH SALARY AND HOURLY RANGES FOR GRAND COUNTY EMPLOYEE JOB POSITIONS

WHEREAS, the County Council directed the Human Resource Director to perform a salary survey to include an analysis of County job positions and compensation study measuring data from other Utah counties, Utah cities & towns, surrounding state counties and nationwide entities; and,

WHEREAS, the compensation studies indicated that certain job positions were below the market average for 4th 5th & 6th class counties; and,

WHEREAS, the success of any compensation plan is dependant upon occasionally adjusting the salary and hourly ranges to be competitive with the marketplace; and,

WHEREAS, the Pay for Performance Committee made the recommendation that years of service be considered for existing employees by establishing a 1 step increase for every 4 years of service to Grand County and for new employees hired as of January 1, 2008 and employees hired hereafter a 1 (one) step increase beyond the entry level of step 1 (one) for every 8 years of service with other employers directly relevant to the job position.

NOW THEREFORE, be it resolved by the Grand County Council to amend and enact policies pertaining to the compensation for all employees and make adjustments to current employees' salaries and wages retroactive to October 1, 2008 to reflect grade reclassifications and years of service adjustments. The grade classifications with hourly and salary ranges for County job positions are adopted as outlined in the attached Exhibit A, as part of this resolution.

APPROVED this 5th day of November, 2008, by the following vote:

AYE: Ciarus, McNeely, Graham, Lewis, Greenberg, Holyoak, Langianese

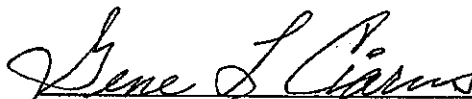
NAY: _____

ABSENT: _____

ATTEST:



Diana Carroll
Grand County Clerk/Auditor



Gene Ciarus
Grand County Council Chairman

Grand County Job Positions and Classifications

Grade 19

Sheriff Chief Deputy 19

Grade 18

Airport Manager 18

Clerk/Auditor Human Resource Director 18

EMS Director 18

Library Director 18

Road Supervisor 18

Sheriff Investigation Patrol Supervisor (Lt) 18

Sheriff Jail Commander (Lt) 18

Travel Council Executive Director 18

Grade 17

Building Chief Building Official 17

Maintenance Facilities Supervisor 17

Road Assistant Supervisor 17

Grade 16

Community Development Planner 16

Grade 15

Community Development Coordinator 15

Council IT Coordinator 15

Grand Center Program Manager 15

OSTA Manager 15

Road Shop Foreman/Fleet Manager 15

Sand Flats Program Manager 15

Sheriff Assistant Jail Commander (Sgt) 15

Sheriff Court Security Supervisor (Sgt) 15

Sheriff Senior Criminal Investigator 15

Grade 14

Road Mechanic 14

Road Operator III 14

Sheriff Criminal Investigator 14

Weed Supervisor 14

Grade 13

Assessor Chief Deputy/Chief Appraiser 13

Attorney Executive Prosecutorial Assistant 13

Building Inspector 13

Clerk/Auditor Chief Deputy 13

EMS Assistant Director 13

Justice Court Chief Deputy Court Clerk 13

Library Head of Adult Services 13

Library Head of Childrens Services 13

Recorder Chief Deputy 13

Sheriff Corrections Deputy 13

Sheriff Patrol Deputy	13
Treasurer Chief Deputy	13
Grade 12	
Recorder Cartographer	12
Travel Council Computer Specialist/Graphic Designer	12
Grade 11	
Road Operator II	11
Grade 10	
Grand Center RSVP/Activities Coordinator	10
Sheriff Communications Dispatch/TAC	10
Travel Council Facilities & Event Promoter	10
Grade 9	
Attorney Prosecutorial Assistant Civil	9
Attorney Victim Advocate (Grant)	9
Council Administrative Assistant	9
Justice Court Senior Court Clerk	9
Maintenance Technician	9
Road Operator I	9
Sand Flats Maintenance Technician/Facilities Coordinator	9
Sand Flats Administrative Assistant/ Operations Coordinator	9
Sheriff Administrative Assistant	9
Travel Council Administrative Assistant	9
Grade 8	
Grand Center Food Service Manager	8
Sheriff Communications Dispatch	8
Sheriff Food Manager	8
Grade 7	
Road Clerk	7
Sheriff Secretary	7
Grade 6	
Assessor Deputy	6
Attorney Prosecutorial Assistant (PT)	6
Attorney Prosecutorial Assistant Plea & Abeyance	6
Clerk/Auditor Deputy	6
EMS Volunteer EMT Intermediate	6
Justice Court Deputy Court Clerk	6
Recorder Deputy	6
Travel Council Information Specialist	6
Grade 5	
Library Assistant	5
Grade 4	
Council Itinerant Assistant	4
EMS Volunteer EMT Basic (PT)	4
Grand Center Bus Driver (PT)	4
Grand Center Maintenance Worker	4

Library Substitute (PT)	4
Library Technician (PT)	4
Maintenance Worker	4
OSTA Maintenance Worker	4
Sand Flats Tech (PT)	4
Sheriff Assistant Food Manager	4
Grade 1	
Library Apprentice (PT)	1
Sand Flats Apprentice (PT)	1

EXHIBIT A

GRAND COUNTY JOB POSITIONS AND CLASSIFICATIONS

GRAND COUNTY GRADE AND STEP CHART

2008
11/5/08
Approved

Grand County Hourly Pay Rate

Steps→ Grade↓	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	9.14	9.41	9.70	9.99	10.29	10.60	10.91	11.24	11.58	11.93	12.28	12.65	13.03	13.42	13.83
2	9.60	9.88	10.18	10.49	10.80	11.13	11.46	11.80	12.16	12.52	12.90	13.28	13.68	14.09	14.52
3	10.08	10.38	10.69	11.01	11.34	11.68	12.03	12.39	12.77	13.15	13.54	13.95	14.37	14.80	15.24
4	10.59	10.91	11.23	11.58	11.93	12.29	12.65	13.03	13.42	13.82	14.23	14.66	15.10	15.55	16.02
5	11.12	11.45	11.79	12.15	12.52	12.89	13.28	13.68	14.09	14.51	14.94	15.39	15.85	16.33	16.82
6	11.67	12.02	12.38	12.75	13.12	13.51	13.92	14.34	14.79	15.23	15.69	16.16	16.64	17.14	17.66
7	12.25	12.62	13.00	13.39	13.79	14.20	14.63	15.07	15.52	15.98	16.46	16.96	17.46	17.99	18.53
8	12.88	13.25	13.64	14.05	14.48	14.91	15.36	15.82	16.29	16.78	17.28	17.79	18.35	18.90	19.44
9	13.51	13.92	14.33	14.76	15.20	15.66	16.13	16.61	17.11	17.62	18.15	18.70	19.26	19.83	20.43
10	14.19	14.61	15.05	15.50	15.96	16.44	16.93	17.44	17.96	18.50	19.06	19.63	20.22	20.83	21.45
11	14.89	15.34	15.81	16.28	16.77	17.27	17.79	18.33	18.88	19.44	20.02	20.63	21.24	21.88	22.54
12	15.63	16.09	16.59	17.10	17.61	18.14	18.68	19.24	19.82	20.41	21.02	21.66	22.31	22.97	23.66
13	16.42	16.92	17.42	17.95	18.48	19.04	19.61	20.20	20.80	21.42	22.06	22.73	23.41	24.11	24.83
14	17.23	17.76	18.30	18.84	19.42	20.00	20.60	21.22	21.85	22.50	23.16	23.86	24.58	25.32	26.08
15	18.11	18.64	19.21	19.79	20.38	20.99	21.61	22.26	22.94	23.61	24.32	25.04	25.80	26.58	27.37
16	19.00	19.57	20.17	20.77	21.40	22.04	22.70	23.38	24.08	24.79	25.54	26.30	27.09	27.90	28.74
17	19.95	20.56	21.18	21.82	22.47	23.14	23.85	24.56	25.30	26.06	26.84	27.65	28.48	29.33	30.21
18	20.95	21.59	22.22	22.90	23.59	24.30	25.03	25.78	26.55	27.35	28.17	29.02	29.89	30.78	31.71
19	22.00	22.66	23.34	24.04	24.76	25.50	26.28	27.07	27.88	28.72	29.58	30.46	31.38	32.32	33.29
20	23.10	23.79	24.51	25.24	26.00	26.78	27.58	28.41	29.26	30.14	31.04	31.98	32.94	33.92	34.94

Annual
Min Max

19,011	28,756
19,962	30,194
20,960	31,704
22,029	33,322
23,130	34,985
24,266	36,726
25,479	38,539
26,795	40,446
28,093	42,494
29,518	44,618
30,973	46,880
32,501	49,220
34,147	51,654
35,834	54,241
37,667	56,924
39,529	59,772
41,506	62,838
43,581	65,948
45,760	69,243
48,048	72,677

2009 3%

COLA Grand County Hourly Pay Rate

Steps →	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Annual Min	Max
Grade ↓																	
1	9.41	9.70	9.99	10.29	10.60	10.91	11.24	11.58	11.93	12.28	12.65	13.03	13.42	13.83	14.24	19,573	29,611
2	9.88	10.18	10.49	10.80	11.13	11.46	11.80	12.16	12.52	12.90	13.28	13.68	14.09	14.52	14.96	20,551	31,111
3	10.38	10.69	11.01	11.34	11.68	12.03	12.39	12.77	13.15	13.54	13.95	14.37	14.80	15.24	15.69	21,590	32,637
4	10.91	11.23	11.58	11.93	12.29	12.65	13.03	13.42	13.82	14.23	14.66	15.10	15.55	16.02	16.50	22,691	34,323
5	11.45	11.79	12.15	12.52	12.89	13.28	13.68	14.09	14.51	14.94	15.39	15.85	16.33	16.82	17.33	23,825	36,036
6	12.02	12.38	12.75	13.12	13.51	13.92	14.34	14.79	15.23	15.69	16.16	16.64	17.14	17.66	18.19	24,996	37,830
7	12.62	13.00	13.39	13.79	14.20	14.63	15.07	15.52	15.98	16.46	16.96	17.46	17.99	18.53	19.09	26,246	39,698
8	13.25	13.64	14.05	14.48	14.91	15.36	15.82	16.29	16.78	17.28	17.79	18.35	18.90	19.44	20.00	27,558	41,597
9	13.92	14.33	14.76	15.20	15.66	16.13	16.61	17.11	17.62	18.15	18.70	19.26	19.83	20.43	21.05	28,956	43,790
10	14.61	15.05	15.50	15.96	16.44	16.93	17.44	17.96	18.50	19.06	19.63	20.22	20.83	21.45	22.09	30,383	45,957
11	15.34	15.81	16.28	16.77	17.27	17.79	18.33	18.88	19.44	20.02	20.63	21.24	21.88	22.54	23.22	31,903	48,306
12	16.09	16.59	17.10	17.61	18.14	18.68	19.24	19.82	20.41	21.02	21.66	22.31	22.97	23.66	24.37	33,477	50,697
13	16.92	17.42	17.95	18.48	19.04	19.61	20.20	20.80	21.42	22.06	22.73	23.41	24.11	24.83	25.57	35,192	53,184
14	17.76	18.30	18.84	19.42	20.00	20.60	21.22	21.85	22.50	23.16	23.86	24.58	25.32	26.08	26.87	36,931	55,890
15	18.64	19.21	19.79	20.38	20.99	21.61	22.26	22.94	23.61	24.32	25.04	25.80	26.58	27.37	28.18	38,778	58,613
16	19.57	20.17	20.77	21.40	22.04	22.70	23.38	24.08	24.79	25.54	26.30	27.09	27.90	28.74	29.60	40,696	61,567
17	20.56	21.18	21.82	22.47	23.14	23.85	24.56	25.30	26.06	26.84	27.65	28.48	29.33	30.21	31.11	42,772	64,703
18	21.59	22.22	22.90	23.59	24.30	25.03	25.78	26.55	27.35	28.17	29.02	29.89	30.78	31.71	32.66	44,911	67,929
19	22.66	23.34	24.04	24.76	25.50	26.28	27.07	27.88	28.72	29.58	30.46	31.38	32.32	33.29	34.28	47,136	71,302
20	23.79	24.51	25.24	26.00	26.78	27.58	28.41	29.26	30.14	31.04	31.98	32.94	33.92	34.94	35.98	49,492	74,840