

**TOOELE COUNTY  
RESOLUTION 2022-14**

**A RESOLUTION DIRECTING THE IMPLEMENTATION OF SALARY  
INCREASES RECOMMENDED BY McGRATH HUMAN RESOURCES  
GROUP**

**WHEREAS**, in August 2021, Tooele County retained McGrath Human Resources Group (“McGrath”) to conduct a compensation analysis; and

**WHEREAS**, McGrath completed the compensation analysis and presented its recommendations to the county council, other elected officials, and department heads, in 2022; and

**WHEREAS**, McGrath’s recommendations include salary increases for nearly all county employees based on the information included in attached tables entitled Job Title by Grade, Pay Range by Grade, and Salary Decompression; and

**WHEREAS**, the County Council has thoroughly reviewed and considered and debated McGrath’s recommendations and finds them to be appropriate;

**NOW, THEREFORE, BE IT RESOLVED BY THE TOOELE COUNTY COUNCIL AS FOLLOWS:**

1. The attached tables entitled Job Title by Grade, Pay Range by Grade, and Salary Decompression, are hereby adopted.
2. The county manager and human resources department shall implement the salary increases recommended by McGrath based on the information contained in the adopted tables.

**EFFECTIVE DATE:** This resolution shall take effect immediately upon passage and shall be implemented on the next complete pay cycle.

**DATED** this 19<sup>th</sup> day of April, 2022.

Tooele County  
Res. 2022-14

**ATTEST:**

  
\_\_\_\_\_  
TRACY D. SHAW, County Clerk



**TOOELE COUNTY COUNCIL:**

  
\_\_\_\_\_  
JARED S. HAMNER, Council Chair

Council Member Hamner voted aye  
Council Member Hoffmann voted aye  
Council Member Thomas voted aye  
Council Member Tripp voted aye  
Council Member Wardle voted aye

**APPROVED AS TO FORM:**

  
\_\_\_\_\_  
COLIN R. WINCHESTER  
Deputy Tooele County Attorney

Job Title by Grade		
Grade	Job Title	Department
B	Cashier	Parks and Recreation
B	Lifeguard	Parks and Recreation
C	Covid 19 Support Worker	COVID
C	Crossing Guard	Sheriff
C	Dental Assistant	Dental
C	Food Preparation Assistant	Aging
C	Meals on Wheels Driver	Aging
C	Shuttle Driver on Demand	Transportation
C	Senior Cashier	Parks and Recreation
C	Senior Lifeguard	Parks and Recreation
C	Toll Booth Operator	Parks and Recreation
C	Tour Guide	Parks and Recreation
C	WIC Breastfeeding Peer Counselor	WIC
D	Canyon Trails Worker	Parks and Recreation
D	Crossing Guard - Lead	Sheriff
D	Custodian	Facilities
D	Head Lifeguard	Parks and Recreation
D	Museum Administrator	Parks and Recreation
D	Transportation Driver	Transportation
E	Administrative Associate	Multiple
E	Airport Operations Specialist I	Airport
E	Community Health Worker	Community
E	Corrections Support Assistant	Jail
E	Court Assistant	Justice Court
E	Deputy Clerk	Clerk
E	DMV Assistant	Treasurer
E	Financial Associate	Community
E	Janitor/Maintenance	Facilities
E	Mechanic Helper	Roads
E	Permit Technician I	Community Development
E	Recorder	Recorder
E	Roads Operations Specialist I	Roads
E	Solid Waste Operations Specialist I	Solid Waste
E	Weed Specialist	Weeds
F	Activity Specialist	Aging
F	Administrative Assistant	Multiple
F	Canyon Trails Worker - Lead	Parks and Recreation
F	Deputy Treasurer	Treasurer
F	Dispatcher	Dispatch
F	Legal Secretary	Attorney
F	Senior Court Assistant	Justice Court
F	Transportation Scheduler	Transportation
F	UTA Van Driver	Transportation
F	Victim of Crimes Coordinator	CJC
F	WIC Clerk III	WIC
G	Cadastral Mapper	Recorder
G	Dispatcher II	Dispatch



Job Title by Grade		
Grade	Job Title	Department
G	Food Preparation Assistant - Lead	Aging
G	Maintenance Specialist I	Facilities
G	Mechanic Technician	Roads
G	UTA Fleet Maintenance Technician	Transportation
H	Administrative Specialist	Multiple
H	Bailiff	Jail
H	Corrections Officer I	Jail
H	COVID-19 Public Information Officer	COVID
H	COVID-19 School Testing Coordinator	COVID
H	Financial Specialist	Multiple
H	Appraiser I	Assessor
H	Maintenance Specialist II	Facilities
H	Marketing Administrative Specialist	Parks and Recreation
H	Paralegal	Attorney
H	Personal Property Appraiser I	Assessor
H	Senior Activity Specialist	Aging
H	Senior Airport Operations Specialist	Airport
H	Senior Roads Operations Specialist	Roads
H	Senior Solid Waste Specialist	Solid Waste
H	Weed Specialist - Lead	Weeds
I	Appraiser II	Assessor
I	Corrections Officer II	Jail
I	Dental Hygienist	Dental
I	Electricians Apprentice	Facilities
I	Health Educator	Promotion
I	Mechanic	Roads
I	Microcomputer Specialist	IT
I	Office Coordinator	Multiple
I	Ordinance Enforcement Officer/Planner	Community Development
I	Prevention Specialist	Prevention
I	Roads Operation Specialist Lead	Roads
I	Senior Cadastral Mapper	Recorder
I	WIC Registered Nutritionist	WIC
J	Advisor on Aging	Aging
J	Chief Deputy	Multiple
J	Deputy I	Sheriff
J	Dispatch Supervisor	Dispatch
J	Epidemiologist	Community
J	Executive Assistant	Multiple
J	Human Resource Specialist	Human Resources
J	Maintenance Specialist III	Facilities
J	Senior Mechanic	Roads
J	Office Manager	Multiple
J	Payroll Administrator	Human Resources
J	Senior Center Supervisor	Aging
J	Social Worker	Aging
J	Senior Microcomputer Specialist	IT

Job Title by Grade		
Grade	Job Title	Department
K	Appraiser III	Assessor
K	Community and Facility Systems Technician	Emergency Management
K	Corrections Officer III	Jail
K	Deputy II	Sheriff
K	Environmental Health Specialist II	Environmental
K	Fire Marshall	Sheriff
K	Health Equity Coordinator	Promotion
K	Information Security Technician	IT
K	Public Health Nurse	Multiple
K	Public Works Inspector III	Community Development
K	Senior GIS Analyst	Community Development
K	Senior Planner	Community Development
L	Deputy III	Sheriff
L	Detective	Sheriff
L	Journeyman Electrician	Facilities
L	Mechanic Supervisor	Roads
L	Purchasing Agent	Auditor
L	Senior Epidemiologist	Community
M	Airport Supervisor	Airport
M	Building Inspector III	Community Development
M	CJC Director	CJC
M	Corrections Nurse	Jail
M	Corrections Sergeant	Jail
M	Court Services Sergeant	Jail
M	Desert Peak Complex Supervisor	Parks and Recreation
M	Dispatch Manager	Dispatch
M	Emergency Preparedness Supervisor	Preparedness
M	Financial Analyst	Multiple
M	Fire Chief	Sheriff
M	Health Promotion Supervisor	Promotion
M	Prevention Supervisor	Prevention
M	Public Health Vaccine Coordinator	Prevention
M	Roads Supervisor	Roads
M	Transportation Bureau Supervisor	Transportation
M	Weeds Supervisor	Weeds
M	WIC Supervisor	WIC
N	Corrections Nurse - Lead	Jail
N	Deputy Sergeant	Sheriff
N	Senior Systems Technology Specialist	Dispatch
N	Systems Specialist	IT
O	Attorney I	Attorney
O	Network Engineer	IT
O	Real Property Administrator	Assessor
P	Corrections Lieutenant	Jail
P	Environmental Health Supervisor	Environmental
P	Nursing Supervisor	Environmental
Q	Deputy Director	Aging

Job Title by Grade		
Grade	Job Title	Department
Q	Deputy Lieutenant	Sheriff
Q	Emergency Management Director	Emergency Management
Q	Facilities Director	Facilities
Q	Human Service Director	Human Services
Q	Parks and Recreation Director	Parks and Recreation
Q	Roads Director	Roads
Q	Solid Waste Director	Solid Waste
Q	Senior Field Surveyor	Recorder
R	Airport Director	Airport
R	Attorney II	Attorney
R	Chief Deputy Sheriff	Sheriff
R	Deputy Director Health and Aging	Health - Administration
S	Community Development Director	Community Development
S	Human Resource Director	Human Resources
S	Information Technology Director	IT
S	Senior Attorney	Attorney
T	Dentist	Dental
T	Director Health and Aging	Health - Administration
U	Assistant County Manager	County Manager
U	Chief Deputy Attorney	Attorney
Z	County Manager	County Manager



Pay Range by Grade					
Grade	Hiring Range		Position	Performance	
A	\$11.66	\$12.59	\$13.60	\$14.69	\$15.86
B	\$14.57	\$15.74	\$17.00	\$18.36	\$19.83
C	\$15.30	\$16.53	\$17.85	\$19.28	\$20.82
D	\$16.07	\$17.35	\$18.74	\$20.24	\$21.86
E	\$17.68	\$19.09	\$20.62	\$22.27	\$24.05
F	\$19.27	\$20.81	\$22.47	\$24.27	\$26.21
G	\$21.19	\$22.89	\$24.72	\$26.70	\$28.83
H	\$22.89	\$24.72	\$26.70	\$28.83	\$31.14
I	\$24.03	\$25.96	\$28.03	\$30.27	\$32.70
J	\$26.44	\$28.55	\$30.84	\$33.30	\$35.97
K	\$29.08	\$31.41	\$33.92	\$36.63	\$39.56
L	\$31.99	\$34.55	\$37.31	\$40.30	\$43.52
M	\$34.55	\$37.31	\$40.30	\$43.52	\$47.00
N	\$37.31	\$40.30	\$43.52	\$47.00	\$50.76
O	\$39.55	\$42.71	\$46.13	\$49.82	\$53.81
P	\$41.92	\$45.28	\$48.90	\$52.81	\$57.03
Q	\$44.44	\$47.99	\$51.83	\$55.98	\$60.46
R	\$47.10	\$50.87	\$54.94	\$59.34	\$64.08
S	\$51.34	\$55.45	\$59.89	\$64.68	\$69.85
T	\$55.45	\$59.89	\$64.68	\$69.85	\$75.44
U	\$59.89	\$64.68	\$69.85	\$75.44	\$81.47
V	\$68.87	\$74.38	\$80.33	\$86.76	\$93.70
Z	\$77.13	\$83.30	\$89.97	\$97.17	\$104.94

Hiring: 1-3 Years
Position: 4-7 years
Performance: 8+ years

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Res. 2022-14

Salary Decompression*	
Years in Position	Salary Adjustment
0	0%
1	0%
2	0%
3	3%
4	3%
5	3%
6	6%
7	6%
8	6%
9+	9%

\* Decompression is based on the higher of the current salary or new minimum salary.