

## Appendix B - Discretionary and Targeted Compensation Increases by Agency

The Governor recommends funding equivalent to a 1% general increase for performance-based discretionary and targeted salary increases to employees in classifications identified by the Department of Human Resource Management as listed herein. Under this recommendation, increases should be administered to employees who are within the recommended classifications, but agencies have the flexibility to take into account employee performance when determining the discrete percentage increases given on an individual basis. Listed dollar amounts are across all funding sources.

<b>Attorney General</b>	
<b>Recommendation for Discretionary Performance-based Increases</b>	<b>\$567,800</b>

<b>Capitol Preservation Board</b>	
<b>Recommendation for Discretionary Performance-based Increases</b>	<b>\$8,100</b>

<b>Dept. of Administrative Services</b>	
<b>Recommendation for Discretionary Performance-based Targeted Increases</b>	<b>\$19,500</b>
<u>Classification Title</u>	<u>% Increase</u>
JOURNEY MAINTENANCE SPECIALIST	0.95%

<b>Dept. of Agriculture &amp; Food</b>	
<b>Recommendation for Discretionary Performance-based Targeted Increases</b>	<b>\$66,400</b>
<u>Classification Title</u>	<u>% Increase</u>
INSPECTOR II, AGRICULTURE	15.00%

<b>Dept. of Alcoholic Beverage Control</b>	
<b>Recommendation for Discretionary Performance-based Increases</b>	<b>\$1,236,300</b>

<b>Dept. of Environmental Quality</b>	
<b>Recommendation for Discretionary Performance-based Increases</b>	<b>\$1,125,800</b>

## Dept. of Financial Institutions

**Recommendation for Discretionary Performance-based Targeted Increases** **\$404,900**

<u>Classification Title</u>	<u>% Increase</u>
FINANCIAL INSTITUTIONS EXAMINER I	15.00%
FINANCIAL INSTITUTIONS EXAMINER II	3.79%
FINANCIAL INSTITUTIONS EXAMINER III	8.92%
FINANCIAL INSTITUTIONS MANAGER	3.69%
FINANCIAL INSTITUTIONS SPECIALIST	5.84%

## Dept. of Health

**Recommendation for Discretionary Performance-based Targeted Increases** **\$652,700**

<u>Classification Title</u>	<u>% Increase</u>
AUDITOR II	0.45%
AUDITOR III	1.94%
CHEMIST/MICROBIOLOGIST I	5.74%
CHEMIST/MICROBIOLOGIST II	6.49%
EPIDEMIOLOGIST I	0.54%
FINANCIAL ANALYST I	5.63%
FINANCIAL ANALYST II	2.85%
FINANCIAL ANALYST III	12.01%
FINANCIAL MANAGER I	15.00%
INVESTIGATOR II, NON POST	15.00%
INVESTIGATOR IV, NON POST	3.27%
LABORATORY TECHNICIAN I	8.04%
LABORATORY TECHNICIAN II	5.75%
LABORATORY TECHNICIAN III	11.70%
PHARMACIST	5.33%

## Dept. of Heritage & Arts

**Recommendation for Discretionary Performance-based Targeted Increases** **\$43,800**

<u>Classification Title</u>	<u>% Increase</u>
ARTS PROGRAM REPRESENTATIVE I	5.79%
ARTS PROGRAM REPRESENTATIVE II	6.29%
ARTS PROGRAM SPECIALIST	2.54%

## Dept. of Human Services

**Recommendation for Discretionary Performance-based Increases**

<u>DCFS Frontline Direct Care Workforce</u>	<b>\$2,680,400</b>
<u>Utah State Hospital Forensic Unit</u>	<b>\$1,655,800</b>

<b>Dept. of Insurance</b>	
<b>Recommendation for Discretionary Performance-based Targeted Increases</b>	<b>\$71,500</b>
<u>Classification Title</u>	<u>% Increase</u>
MARKET CONDUCT EXAMINER I	15.00%

<b>Dept. of Natural Resources</b>	
<b>Recommendation for Discretionary Performance-based Targeted Increases</b>	<b>\$183,800</b>
<u>Classification Title</u>	<u>% Increase</u>
ACCOUNTING TECHNICIAN III	3.54%
ENGINEERING TECHNICIAN II	2.73%
FIRE TECHNICIAN II	2.75%
GIS ANALYST	8.69%
JOURNEY MAINTENANCE SPECIALIST	3.39%
OFFICE SPECIALIST II	7.31%
WILDLIFE BIOLOGIST	1.57%

<b>Dept. of Public Safety</b>	
<b>Recommendation for Discretionary Performance-based Targeted Increases by Appropriation and Classification Title*</b>	
*(Percent Increase to Listed Classification Title to Be Determined at Agency's Discretion)	
<u>Communications</u>	<b>\$1,000,100</b>
ASSISTANT DIVISION DIRECTOR I*	
CERTIFIED DISPATCHER*	
DPS COMMUNICATIONS MANAGER*	
DPS COMMUNICATIONS SUPERVISOR*	
<u>Agency Wide</u>	<b>\$562,200</b>
OFFICER*	

<b>Dept. of Technology Services</b>	
<b>Recommendation for Discretionary Performance-based Targeted Increases</b>	<b>\$391,100</b>
<u>Classification Title</u>	<u>% Increase</u>
FINANCIAL ANALYST I	12.44%
FINANCIAL ANALYST III	7.92%
TECHNICAL SUPPORT SPEC II	2.90%
TELECOMMUNICATIONS SPECIALIST III	0.39%

**Dept. of Transportation**

**Recommendation for Discretionary Performance-based Targeted Increases \$350,300**

<u>Classification Title</u>	<u>% Increase</u>
FINANCIAL MANAGER I	15.00%
FINANCIAL MANAGER II	3.75%
JOURNEY AUTO WORKER	4.23%
MOTOR CARRIER SPECIALIST III	4.45%

**Governor's Office**

**Recommendation for Discretionary Performance-based Increases \$127,300**

**Governor's Office of Economic Development**

**Recommendation for Discretionary Performance-based Increases \$82,800**

**Governor's Office of Energy Development**

**Recommendation for Discretionary Performance-based Increases \$14,500**

**House of Representatives**

**Recommendation for Discretionary Performance-based Increases \$13,500**

**Judicial Branch**

**Recommendation for Discretionary Performance-based Increases \$1,056,400**

**Legislative Auditor General**

**Recommendation for Discretionary Performance-based Increases \$38,300**

Legislative Fiscal Analyst	
Recommendation for Discretionary Performance-based Increases	\$29,600

Legislative Research and General Counsel	
Recommendation for Discretionary Performance-based Increases	\$89,000

Legislative Services	
Recommendation for Discretionary Performance-based Increases	\$7,900

Public Lands Policy Coordination Office	
Recommendation for Discretionary Performance-based Increases	\$17,000

School & Institutional Trust Fund Office	
Recommendation for Discretionary Performance-based Increases	\$8,100

School & Institutional Trust Lands Administration	
Recommendation for Discretionary Performance-based Increases	\$71,700

Senate	
Recommendation for Discretionary Performance-based Increases	\$11,300

Utah Science Technology Research Initiative	
Recommendation for Discretionary Performance-based Increases	\$3,500

<b>Utah State Auditor</b>	
<b>Recommendation for Discretionary Performance-based Increases</b>	<b>\$55,200</b>

<b>Utah State Board of Education</b>	
<b>Recommendation for Discretionary Performance-based Increases</b>	<b>\$622,500</b>

<b>Utah State Tax Commission</b>	
<b>Recommendation for Discretionary Performance-based Targeted Increases</b>	<b>\$185,000</b>
<u>Classification Title</u>	<u>% Increase</u>
AUDITOR II	2.24%
AUDITOR III	4.72%

<b>Utah State Treasurer</b>	
<b>Recommendation for Discretionary Performance-based Increases</b>	<b>\$26,500</b>