

## TABLE 18: DISCRETIONARY AND TARGETED COMPENSATION INCREASES BY AGENCY

The governor recommends funding equivalent to roughly a 2% general increase for performance-based discretionary and targeted salary increases to employees in classifications below, along with supporting some funding spread exceptions. 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 General Fund, General Fund Impact and Education Fund Sources unless noted otherwise.

### Attorney General

**Recommendation for Discretionary Performance-based Increases** **\$393,500**

### Capitol Preservation Board

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

### Board of Pardons and Parole

**Recommendation for Discretionary Performance-based Targeted Increases** **\$33,000**

<u>Classification Title</u>	<u>FTEs</u>	<u>Median Distance from Market</u>	<u>% Increase</u>
Criminal Information Specialist	6	-21.7%	10.0%

### Dept. of Agriculture & Food

**Recommendation for Discretionary Performance-based Targeted Increases** **\$67,000**

<u>Classification Title</u>	<u>FTEs</u>	<u>Median Distance from Market</u>	<u>% Increase</u>
Chemist/Microbiologist I	1	-30.3%	15.0%
Chemist/Microbiologist II	5	-24.2%	10.0%
Chemist/Microbiologist III	3	-25.8%	10.0%
Environmental Health Scientist I	3	-34.1%	15.0%
Environmental Health Scientist II	8	-15.8%	5.0%
Environmental Health Scientist III	6	-31.9%	15.0%
Inspector II, Agriculture	12	-15.4%	5.0%
Laboratory Technician II	3	-16.4%	5.0%
Program Manager	12	-15.5%	5.0%

### Dept. of Commerce

**Recommendation for Discretionary Performance-based Increases for Securities Examiners & Analysts** **\$190,000**

### Dept. of Culture and Community Engagement

**Recommendation for Discretionary Performance-based Targeted Increases** **\$16,200**

<u>Classification Title</u>	<u>FTEs</u>	<u>Median Distance from Market</u>	<u>% Increase</u>
Arts Program Representative I	1	-19.6%	5.0%
Arts Program Representative II	6	-17.8%	5.0%

<b>Dept. of Corrections</b>			
<b>Recommendation for Discretionary Performance-based Targeted Increases</b>			<b>\$1,237,300</b>
<u>Classification Title</u>	<u>FTEs</u>	<u>Median Distance from Market</u>	<u>% Increase</u>
Accounting Technician III	18	-24.1%	10.0%
Administrative Secretary	23	-34.0%	15.0%
Caseworker II	22	-18.7%	5.0%
Criminal Information Tech II	10	-31.9%	15.0%
Custodian I	3	-26.5%	10.0%
Custodian II	2	-22.3%	10.0%
Facilities Coordinator III	12	-15.4%	5.0%
Office Specialist I	26	-23.5%	10.0%
Office Specialist II	102	-22.7%	10.0%
Program Specialist I	44	-26.3%	10.0%
Warehouse Manager	3	-35.7%	15.0%
Warehouse Worker II	20	-25.3%	10.0%
<b>Dept. of Environmental Quality</b>			
<b>Recommendation for Discretionary Performance-based Targeted Increases</b>			<b>\$640,000</b>
<u>Classification Title</u>	<u>FTEs</u>	<u>Median Distance from Market</u>	<u>% Increase</u>
Environmental Scientist III	126	-26.8%	10.0%
Office Specialist I	15	-15.6%	5.0%
<b>Dept. of Government Operations</b>			
<b>Recommendation for Discretionary Performance-based Targeted Increases for Division of Finance Accountants</b>			<b>\$120,000</b>
<b>Recommendation for Discretionary Performance-based Targeted Increases*</b>			<b>\$1,642,800</b>
<u>Classification Title</u>	<u>FTEs</u>	<u>Median Distance from Market</u>	<u>% Increase</u>
Accounting Technician III (Agency 100)	12	-15.0%	5.0%
General Services Technician II (Agency 100)	26	-15.9%	5.0%
Human Resources Analyst II (Agency 140)	34	-16.0%	5.0%
Human Resources Technician II (Agency 140)	21	-28.0%	10.0%
Information Technology Project Manager (Agency 110)	12	-24.1%	10.0%
Infrastructure Supervisor (Agency 110)	24	-20.3%	10.0%
IT Analyst I (Agency 100)	16	-19.0%	5.0%
IT Analyst III (Agency 110)	124	-15.7%	5.0%
Journey Maintenance/Construction Specialist (Agency 100)	35	-16.9%	5.0%
Program Manager (Agency 100)	4	-18.4%	5.0%
<i>*Includes all funding sources</i>			

**Dept. of Health****Recommendation for Discretionary Performance-based Targeted Increases****\$685,600**

<u>Classification Title</u>	<u>FTEs</u>	<u>Median Distance from Market</u>	<u>% Increase</u>
Auditor III	2	-21.5%	10.0%
Chemist/Microbiologist I	3	-30.3%	15.0%
Chemist/Microbiologist II	32	-25.7%	10.0%
Chemist/Microbiologist III	11	-25.5%	10.0%
Chemist/Microbiologist IV	9	-34.7%	15.0%
Claims Examiner III	10	-22.9%	10.0%
Epidemiologist I	34	-17.0%	5.0%
Epidemiologist II	43	-30.7%	15.0%
Financial Analyst I	6	-18.6%	5.0%
Financial Analyst II	5	-17.4%	5.0%
Financial Analyst III	20	-30.2%	15.0%
Health Program Specialist I	37	-22.1%	10.0%
Health Program Specialist II	105	-19.4%	5.0%
Investigator II, Non POST	14	-33.0%	15.0%
Investigator III, Non-POST	2	-25.1%	10.0%
Investigator IV, Non POST	1	-16.9%	5.0%
Laboratory Technician I	3	-35.5%	15.0%
Laboratory Technician II	15	-30.5%	15.0%
Laboratory Technician III	9	-33.7%	15.0%
Research Consultant III	11	-19.5%	5.0%
Senior Registered Nurse	66	-19.4%	5.0%

**Dept. of Human Services****Front Line Staff at State Hospital and Developmental Center****\$3,239,800****Recommendation for Discretionary Performance-based Increases****\$3,894,500**

<u>Classification Title</u>	<u>FTEs</u>	<u>Median Distance from Market</u>	<u>% Increase</u>
Accounting Technician III	11	-17.0%	5%
Assistant Caseworker	19	-29.4%	10%
Caseworker I	336	-19.7%	5%
Caseworker II	39	-15.4%	5%
Financial Analyst I	11	-35.6%	15%
Financial Analyst II	14	-31.5%	15%
Financial Analyst III	11	-37.3%	15%
Journey Maintenance/Construction Specialist	19	-22.3%	10%
Office Specialist I	47	-19.6%	5%
Office Specialist II	27	-18.0%	5%
Office Technician II	9	-18.3%	5%
Recreational Therapist II	23	-24.7%	10%
Registered Nurse	127	-18.1%	5%
Senior Registered Nurse	42	-20.1%	10%
Social Service Worker	83	-18.3%	5%
Youth Development Specialist	302	-34.0%	10%

**Dept. of Natural Resources****Recommendation for Discretionary Performance-based Targeted Increases****\$2,514,800**

<u>Classification Title</u>	<u>FTEs</u>	<u>Median Distance from Market</u>	<u>% Increase</u>
Building/Grounds Supervisor II	13	-18.9%	5.0%
Engineer II	20	-20.4%	10.0%
Engineering Manager III	6	-19.6%	5.0%
Engineering Technician I	4	-32.8%	15.0%
Engineering Technician II	13	-19.6%	5.0%
Environmental Scientist III	30	-29.7%	10.0%
Executive Secretary	20	-29.8%	10.0%
Fire Technician I	36	-28.8%	16.6%
Fire Technician II	24	-36.1%	38.2%
Fire Technician III	26	-38.3%	23.0%
Fire Technician IV	4	-33.8%	20.0%
Forester II	7	-21.3%	10.0%
Forestry, Fire & Lands Administrator	5	N/A	21.1%
Forestry/Fire Program Manager II	3	-44.1%	39.5%
Forestry/Fire Program Specialist	17	-39.2%	32.3%
Forestry/Fire Statewide Program Coordinator	9	-31.1%	22.6%
GIS Analyst	8	-33.9%	15.0%
Journey Maintenance/Construction Specialist	15	-17.0%	5.0%
Lands Coordinator, DNR	8	-22.3%	5.0%
Lead Maintenance/Construction Specialist	8	-21.6%	10.0%
Office Specialist I	13	-17.6%	5.0%
Office Specialist II	13	-15.6%	5.0%
Retail Store Manager I	4	-22.5%	10.0%
Senior Geologist	18	-21.6%	10.0%
Senior GIS Analyst	15	-25.2%	10.0%
Wildlife Biologist I	40	-29.1%	10.0%
Wildlife Biologist II	83	-18.3%	5.0%
Wildlife Biologist III	39	-28.8%	10.0%
Wildlife Technician I	79	-44.6%	15.0%

**Dept. of Public Safety****Recommendation for Discretionary Performance-based Targeted Increases****\$55,700**

<u>Classification Title</u>	<u>FTEs</u>	<u>Median Distance from Market</u>	<u>% Increase</u>
Commercial Driver License Examiner	29	-22.5%	10.0%
Criminal Information Tech II	74	-33.5%	15.0%
Driver License Examiner	132	-23.6%	10.0%
Financial Analyst I	9	-30.1%	15.0%
Office Specialist II	57	-18.7%	5.0%
Program Manager	2	-26.1%	10.0%
Section Supervisor, BCI	10	-22.9%	10.0%
Trainer I	1	-23.7%	10.0%

**Dept. of Transportation****Recommendation for Discretionary Performance-based Targeted Increases\* \$1,075,200**

<u>Classification Title</u>	<u>FTEs</u>	<u>Median Distance from Market</u>	<u>% Increase</u>
Administrative Secretary	1	-35.8%	15.0%
Engineer I	12	-20.9%	10.0%
Engineer II	15	-23.3%	10.0%
Engineer III	44	-15.3%	5.0%
Executive Secretary	5	-17.2%	5.0%
Financial Analyst III	13	-30.3%	15.0%
Financial Manager II	4	-21.0%	10.0%
Program Manager	19	-14.8%	5.0%
Program Specialist II	11	-22.7%	10.0%
Research Consultant II	11	-16.3%	5.0%
Research Consultant III	17	-27.1%	10.0%

*\*Includes all funding sources***Dept. of Veterans and Military Affairs****Recommendation for Discretionary Performance-based Targeted Increases \$35,500**

<u>Classification Title</u>	<u>FTEs</u>	<u>Median Distance from Market</u>	<u>% Increase</u>
Program Manager	5	-23.4%	10.0%

**Dept. of Workforce Services****Recommendation for Discretionary Performance-based Targeted Increases \$1,059,100**

<u>Classification Title</u>	<u>FTEs</u>	<u>Median Distance from Market</u>	<u>% Increase</u>
Claims Examiner II	33	-15.6%	5.0%
Executive Secretary	13	-32.1%	15.0%
Financial Analyst III	11	-31.0%	15.0%
Insurance Compliance Specialist	30	-24.7%	10.0%
Rehab Supervisor/Program Specialist	28	-16.8%	5.0%
Rehabilitation Counselor I	34	-25.8%	10.0%
Research Consultant I	10	-21.0%	10.0%
Research Consultant II	6	-10.6%	5.0%
Research Consultant III	5	-28.1%	10.0%
Sensory Impairment Specialist I	12	-18.1%	5.0%
Workforce Services Specialist I	315	-17.5%	5.0%
Workforce Services Specialist II	779	-6.7%	5.0%
Workforce Services Supervisor	77	-21.3%	10.0%

**Governor's Office****Recommendation for Discretionary Performance-based Increases \$226,100****Governor's Office of Economic Opportunity****Recommendation for Discretionary Performance-based Increases \$159,200**

<b>Governor's Office of Energy Development</b>			
Recommendation for Discretionary Performance-based Increases			\$19,400
<b>House of Representatives</b>			
Recommendation for Discretionary Performance-based Increases			\$24,500
<b>Judicial Branch</b>			
Recommendation for Discretionary Performance-based Increases			\$2,153,500
<b>Labor Commission</b>			
Recommendation for Discretionary Performance-based Targeted Increases			\$19,000
<u>Classification Title</u>	<u>FTEs</u>	<u>Median Distance from Market</u>	<u>% Increase</u>
Safety And Health Officer	19	-17.8%	5.0%
<b>Legislative Auditor General</b>			
Recommendation for Discretionary Performance-based Increases			\$81,200
<b>Legislative Fiscal Analyst</b>			
Recommendation for Discretionary Performance-based Increases			\$56,900
<b>Legislative Research and General Counsel</b>			
Recommendation for Discretionary Performance-based Increases			\$139,700
<b>Legislative Services</b>			
Recommendation for Discretionary Performance-based Increases			\$58,900
<b>School &amp; Institutional Trust Fund Office</b>			
Recommendation for Discretionary Performance-based Increases*			\$32,400
*Includes all funding sources			
<b>School &amp; Institutional Trust Lands Administration</b>			
Recommendation for Discretionary Performance-based Increases*			\$150,300
*Includes all funding sources			

<b>Senate</b>			
<b>Recommendation for Discretionary Performance-based Increases</b>			<b>\$26,700</b>
<b>Utah National Guard</b>			
<b>Recommendation for Executive Leadership Increases</b>			<b>\$43,000</b>
<b>Recommendation for Discretionary Performance-based Targeted Increases</b>			<b>\$132,500</b>
<u>Classification Title</u>	<u>FTEs</u>	<u>Median Distance from Market</u>	<u>% Increase</u>
Deputy Fire Chief	1	N/A	7.5%
Fire Fighter Crew Chief, National Guard	3	-14.0%	8.1%
Fire Fighter Driver/Operator, National Guard	8	-19.7%	12.3%
Fire Fighter II, National Guard	3	-22.8%	14.7%
Fire Fighter III, National Guard	3	-22.0%	14.1%
Fire Fighter Shift Leader, National Guard	2	-13.4%	7.7%
General Maintenance Worker II	3	-30.9%	15.0%
Journey Maintenance/Construction Specialist	14	-16.6%	5.0%
Office Technician II	1	-34.1%	15.0%
<b>Utah State Auditor</b>			
<b>Recommendation for Discretionary Performance-based Increases</b>			<b>\$48,900</b>
<b>Utah State Board of Education</b>			
<b>Recommendation for Discretionary Performance-based Increases</b>			<b>\$670,600</b>
<b>Utah State Tax Commission</b>			
<b>Reclassifications and Other Targeted Funding Increases Equivalent to DHRM Recommendations*</b>			<b>\$1,032,800</b>
<b>Recommendation for Discretionary Performance-based Targeted Increases</b>			<b>\$653,100</b>
<u>Classification Title</u>	<u>FTEs</u>	<u>Median Distance from Market</u>	<u>% Increase</u>
Program Manager	7	-28.9%	10.0%
Research Consultant I	13	-35.9%	15.0%
Tax Compliance Manager	14	-35.2%	15.0%
Tax/Motor Vehicle Technician II	150	-23.1%	10.0%
<i>*Includes one-time &amp; ongoing funding</i>			
<b>Utah State Treasurer</b>			
<b>Recommendation for Discretionary Performance-based Increases</b>			<b>\$11,000</b>