

Appendix B - Targeted Compensation Increases by Agency

The Governor recommends funding equivalent to a 0.5% general increase for performance-based discretionary 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.

Attorney General	
Recommendation for Discretionary Performance-Based Increases	\$257,600

Board of Pardons and Parole	
Recommendation for Discretionary Performance-Based Increases	\$47,800
Recommendation for Discretionary Performance-Based Targeted Increases	\$6,200
<u>Classification Title</u>	<u>% Increase</u>
OFFICE SPECIALIST II	2.0%

Capitol Preservation Board	
Recommendation for Discretionary Performance-Based Targeted Increases	\$1,900
<u>Classification Title</u>	<u>% Increase</u>
OFFICE SPECIALIST I	2.0%

Dept. of Administrative Services

Recommendation for Discretionary Performance-Based Targeted Increases

\$114,200

<u>Classification Title</u>	<u>% Increase</u>
ACCOUNTING TECHNICIAN III	2.0%
ASSISTANT DIRECTOR, DIVISION OF PURCHASING	1.0%
FINANCIAL ANALYST I	2.0%
FINANCIAL ANALYST II	2.0%
FINANCIAL ANALYST III	3.0%
FINANCIAL MANAGER I	3.0%
FINANCIAL MANAGER II	3.0%
OFFICE SPECIALIST I	2.0%
OFFICE SPECIALIST II	2.0%
OFFICE TECHNICIAN II	1.0%
PROGRAM MANAGER	1.0%
PURCHASING AGENT I	1.0%
PURCHASING AGENT II	1.0%
PURCHASING AGENT III	1.0%

Dept. of Agriculture & Food

Recommendation for Discretionary Performance-Based Targeted Increases

\$104,400

<u>Classification Title</u>	<u>% Increase</u>
ACCOUNTING TECHNICIAN II	2.0%
AGRICULTURE SUPERVISOR	1.0%
ASSISTANT MANAGER, AGRICULTURE INSPECTION	1.0%
COMPLIANCE SPECIALIST I, AGRICULTURE	1.0%
COMPLIANCE SPECIALIST II, AGRICULTURE	1.0%
COMPLIANCE SPECIALIST III, AGRICULTURE	1.0%
ENVIRONMENTAL HEALTH SCIENTIST I	1.0%
ENVIRONMENTAL HEALTH SCIENTIST II	1.0%
ENVIRONMENTAL HEALTH SCIENTIST III	1.0%
ENVIRONMENTAL SCIENTIST II	3.0%
ENVIRONMENTAL SCIENTIST III	3.0%
EXECUTIVE ASSISTANT, APPOINTED	2.0%
FINANCIAL ANALYST II	2.0%
FINANCIAL ANALYST III	3.0%
FINANCIAL MANAGER I	3.0%
FINANCIAL MANAGER II	3.0%
INSPECTOR I, AGRICULTURE	1.0%
INSPECTOR II, AGRICULTURE	1.0%
INSPECTOR III, AGRICULTURE	1.0%
INSPECTOR IV, AGRICULTURE	1.0%
MANAGER, AGRICULTURE INSPECTION	1.0%
OFFICE SPECIALIST I	2.0%
OFFICE SPECIALIST II	2.0%
OFFICE TECHNICIAN I	1.0%
OFFICE TECHNICIAN II	1.0%
PROGRAM MANAGER	1.0%
WILDLIFE BIOLOGIST II	3.0%

Dept. of Alcoholic Beverage Control

Recommendation for Discretionary Performance-Based Targeted Increases **\$15,300**

<u>Classification Title</u>	<u>% Increase</u>
ACCOUNTING TECHNICIAN III	2.0%
EXECUTIVE ASSISTANT, APPOINTED	2.0%
FINANCIAL ANALYST I	2.0%
FINANCIAL ANALYST II	2.0%
FINANCIAL ANALYST III	3.0%
OFFICE SPECIALIST I	2.0%
PROGRAM MANAGER	1.0%
PURCHASING AGENT I	1.0%
PURCHASING AGENT II	1.0%

Dept. of Commerce

Recommendation for Discretionary Performance-Based Targeted Increases **\$93,900**

<u>Classification Title</u>	<u>% Increase</u>
AUDITOR II	2.0%
EXECUTIVE ASSISTANT, APPOINTED	2.0%
FINANCIAL ANALYST I	2.0%
FINANCIAL ANALYST II	2.0%
OFFICE SPECIALIST I	2.0%
OFFICE SPECIALIST II	2.0%
OFFICE TECHNICIAN II	1.0%

Dept. of Corrections

Recommendation for Discretionary Performance-Based Targeted Increases

\$495,100

<u>Classification Title</u>	<u>% Increase</u>
ACCOUNTING TECHNICIAN II	2.0%
ACCOUNTING TECHNICIAN III	2.0%
AUDITOR I	2.0%
AUDITOR IV	2.0%
CUSTODIAN I	3.0%
CUSTODIAN II	3.0%
EXECUTIVE ASSISTANT, APPOINTED	2.0%
FINANCIAL ANALYST I	2.0%
FINANCIAL ANALYST III	3.0%
FINANCIAL MANAGER I	3.0%
FINANCIAL MANAGER II	3.0%
LICENSED CLINICAL THERAPIST	3.0%
LICENSED PRACTICAL NURSE	3.0%
OFFICE SPECIALIST I	2.0%
OFFICE SPECIALIST II	2.0%
OFFICE TECHNICIAN II	1.0%
PROGRAM MANAGER	1.0%
PURCHASING AGENT I	1.0%
PURCHASING AGENT II	1.0%
REGISTERED NURSE	3.0%
SENIOR REGISTERED NURSE	3.0%

Dept. of Environmental Quality

Recommendation for Discretionary Performance-Based Targeted Increases **\$712,900**

<u>Classification Title</u>	<u>% Increase</u>
ACCOUNTING TECHNICIAN III	1.0%
ENVIRONMENTAL ENGINEER II	3.0%
ENVIRONMENTAL ENGINEER III	3.0%
ENVIRONMENTAL ENGINEER IV	3.0%
ENVIRONMENTAL SCIENTIST I	3.0%
ENVIRONMENTAL SCIENTIST II	3.0%
ENVIRONMENTAL SCIENTIST III	3.0%
ENVIRONMENTAL SCIENTIST IV	3.0%
EXECUTIVE ASSISTANT, APPOINTED	2.0%
FINANCIAL ANALYST I	2.0%
FINANCIAL ANALYST II	2.0%
FINANCIAL ANALYST III	3.0%
FINANCIAL MANAGER II	3.0%
OFFICE SPECIALIST I	2.0%
OFFICE SPECIALIST II	2.0%
OFFICE TECHNICIAN II	1.0%
PURCHASING AGENT I	1.0%

Dept. of Financial Institutions

Recommendation for Discretionary Performance-Based Targeted Increases **\$3,300**

<u>Classification Title</u>	<u>% Increase</u>
EXECUTIVE ASSISTANT, APPOINTED	2.0%
OFFICE SPECIALIST II	2.0%
OFFICE TECHNICIAN II	1.0%

Dept. of Health

Recommendation for Discretionary Performance-Based Targeted Increases

\$288,000

<u>Classification Title</u>	<u>% Increase</u>
AUDITOR II	2.0%
AUDITOR IV	2.0%
EXECUTIVE ASSISTANT, APPOINTED	2.0%
FINANCIAL ANALYST I	2.0%
FINANCIAL ANALYST II	2.0%
FINANCIAL ANALYST III	3.0%
FINANCIAL MANAGER I	3.0%
FINANCIAL MANAGER II	3.0%
OFFICE SPECIALIST I	2.0%
OFFICE SPECIALIST II	2.0%
OFFICE TECHNICIAN II	1.0%
PURCHASING AGENT I	1.0%
REGISTERED NURSE	3.0%
SENIOR REGISTERED NURSE	3.0%

Dept. of Heritage & Arts

Recommendation for Discretionary Performance-Based Targeted Increases

\$36,700

<u>Classification Title</u>	<u>% Increase</u>
ARTS PROGRAM REPRESENTATIVE I	3.0%
ARTS PROGRAM REPRESENTATIVE II	2.0%
ARTS PROGRAM SPECIALIST	2.0%
EXECUTIVE ASSISTANT, APPOINTED	2.0%
FINANCIAL ANALYST II	2.0%
FINANCIAL ANALYST III	3.0%
FINANCIAL MANAGER II	3.0%
IT ANALYST II	3.0%
OFFICE SPECIALIST I	2.0%
OFFICE SPECIALIST II	2.0%
OFFICE TECHNICIAN I	1.0%

Dept. of Human Resource Management

Recommendation for Discretionary Performance-Based Targeted Increases **\$3,000**

<u>Classification Title</u>	<u>% Increase</u>
EXECUTIVE ASSISTANT, APPOINTED	2.0%
FINANCIAL ANALYST II	2.0%
OFFICE TECHNICIAN I	1.0%

Dept. of Human Services

Recommendation for Discretionary Performance-Based Targeted Increases **\$1,590,600**

<u>Classification Title</u>	<u>% Increase</u>
ACCOUNTING TECHNICIAN I	2.0%
ACCOUNTING TECHNICIAN II	2.0%
ACCOUNTING TECHNICIAN III	2.0%
AUDITOR I	2.0%
AUDITOR II	2.0%
AUDITOR III	2.0%
AUDITOR IV	2.0%
CUSTODIAN I	3.0%
CUSTODIAN II	3.0%
EXECUTIVE ASSISTANT, APPOINTED	2.0%
FINANCIAL ANALYST I	2.0%
FINANCIAL ANALYST II	2.0%
FINANCIAL ANALYST III	3.0%
FINANCIAL MANAGER I	3.0%
FINANCIAL MANAGER II	3.0%
LEAD DEVELOPMENTALIST	3.0%
LICENSED CLINICAL THERAPIST	3.0%
LICENSED PRACTICAL NURSE	3.0%
OFFICE SPECIALIST I	2.0%
OFFICE SPECIALIST II	2.0%
OFFICE TECHNICIAN I	1.0%
OFFICE TECHNICIAN II	1.0%
PSYCHIATRIC/DEVELOPMENTAL TECHNICIAN	3.0%
PURCHASING AGENT II	1.0%
PURCHASING AGENT III	1.0%
REGISTERED NURSE	3.0%
SENIOR PSYCHIATRIC TECHNICIAN	3.0%
SENIOR REGISTERED NURSE	3.0%

Dept. of Insurance

Recommendation for Discretionary Performance-Based Targeted Increases **\$43,100**

<u>Classification Title</u>	<u>% Increase</u>
ACCOUNTING TECHNICIAN III	2.0%
AUDITOR II	2.0%
AUDITOR III	2.0%
EXECUTIVE ASSISTANT, APPOINTED	2.0%
FINANCIAL ANALYST II	2.0%
FINANCIAL ANALYST III	3.0%
OFFICE SPECIALIST II	2.0%

Dept. of Natural Resources

Recommendation for Discretionary Performance-Based Targeted Increases **\$532,000**

<u>Classification Title</u>	<u>% Increase</u>
ACCOUNTING TECHNICIAN I	2.0%
ACCOUNTING TECHNICIAN II	2.0%
ACCOUNTING TECHNICIAN III	2.0%
AUDITOR II	2.0%
AUDITOR III	2.0%
AUDITOR IV	2.0%
ENGINEERING TECHNICIAN I	1.0%
ENGINEERING TECHNICIAN II	1.0%
ENGINEERING TECHNICIAN III	1.0%
ENGINEERING TECHNICIAN IV	1.0%
ENVIRONMENTAL SCIENTIST I	3.0%
ENVIRONMENTAL SCIENTIST II	3.0%
ENVIRONMENTAL SCIENTIST III	3.0%
EXECUTIVE ASSISTANT, APPOINTED	2.0%
FINANCIAL ANALYST I	2.0%
FINANCIAL ANALYST II	2.0%
FINANCIAL ANALYST III	3.0%
FINANCIAL MANAGER II	3.0%
OFFICE SPECIALIST I	2.0%
OFFICE SPECIALIST II	2.0%
OFFICE TECHNICIAN I	1.0%
OFFICE TECHNICIAN II	1.0%
PROGRAM MANAGER	1.0%
WILDLIFE BIOLOGIST I	3.0%
WILDLIFE BIOLOGIST II	3.0%
WILDLIFE BIOLOGIST III	3.0%

Dept. of Public Safety

Recommendation for Discretionary Performance-Based Targeted Increases **\$213,200**

<u>Classification Title</u>	<u>% Increase</u>
ACCOUNTING TECHNICIAN II	2.0%
CERTIFIED DISPATCHER	2.0%
EXECUTIVE ASSISTANT, APPOINTED	2.0%
FINANCIAL ANALYST I	2.0%
FINANCIAL ANALYST II	2.0%
FINANCIAL ANALYST III	3.0%
FINANCIAL MANAGER I	3.0%
FINANCIAL MANAGER II	3.0%
OFFICE SPECIALIST I	2.0%
OFFICE SPECIALIST II	2.0%
OFFICE TECHNICIAN I	1.0%
PURCHASING AGENT III	1.0%

Dept. of Technology Services

Recommendation for Discretionary Performance-Based Targeted Increases **\$833,300**

<u>Classification Title</u>	<u>% Increase</u>
ACCOUNTING TECHNICIAN III	2.0%
AUDITOR III	2.0%
EXECUTIVE ASSISTANT, APPOINTED	2.0%
FINANCIAL ANALYST I	2.0%
FINANCIAL ANALYST III	3.0%
FINANCIAL MANAGER I	3.0%
IT ANALYST I	3.0%
IT ANALYST II	3.0%
IT ANALYST III	3.0%
OFFICE TECHNICIAN II	1.0%
PURCHASING AGENT I	1.0%
PURCHASING AGENT II	1.0%

Dept. of Transportation

Recommendation for Discretionary Performance-Based Targeted Increases **\$236,200**

<u>Classification Title</u>	<u>% Increase</u>
ACCOUNTING TECHNICIAN III	2.0%
AUDITOR II	2.0%
AUDITOR IV	2.0%
ENGINEERING TECHNICIAN III	1.0%
ENGINEERING TECHNICIAN IV	1.0%
EXECUTIVE ASSISTANT, APPOINTED	2.0%
FINANCIAL ANALYST I	2.0%
FINANCIAL ANALYST II	2.0%
FINANCIAL ANALYST III	3.0%
FINANCIAL MANAGER I	3.0%
FINANCIAL MANAGER II	3.0%
IT ANALYST III	3.0%
OFFICE SPECIALIST I	2.0%
OFFICE SPECIALIST II	2.0%
OFFICE TECHNICIAN II	1.0%
PROGRAM MANAGER	1.0%
PURCHASING AGENT II	1.0%
PURCHASING AGENT III	1.0%

Dept. of Veterans & Military Affairs

Recommendation for Discretionary Performance-Based Targeted Increases **\$9,400**

<u>Classification Title</u>	<u>% Increase</u>
EXECUTIVE ASSISTANT, APPOINTED	2.0%
FINANCIAL MANAGER I	2.0%
OFFICE TECHNICIAN I	1.0%
OFFICE TECHNICIAN II	1.0%
PROGRAM MANAGER	1.0%

Dept. of Workforce Services

Recommendation for Discretionary Performance-Based Targeted Increases **\$286,100**

<u>Classification Title</u>	<u>% Increase</u>
ACCOUNTING TECHNICIAN II	2.0%
ACCOUNTING TECHNICIAN III	2.0%
AUDITOR I	2.0%
AUDITOR II	2.0%
AUDITOR III	2.0%
AUDITOR IV	2.0%
EXECUTIVE ASSISTANT, APPOINTED	2.0%
FINANCIAL ANALYST II	2.0%
FINANCIAL ANALYST III	3.0%
FINANCIAL MANAGER I	3.0%
FINANCIAL MANAGER II	3.0%
LICENSED CLINICAL THERAPIST	3.0%
OFFICE SPECIALIST I	2.0%
OFFICE SPECIALIST II	2.0%
OFFICE TECHNICIAN I	1.0%
OFFICE TECHNICIAN II	1.0%
PURCHASING AGENT I	1.0%
PURCHASING AGENT III	1.0%

Governor's Office

Recommendation for Discretionary Performance-Based Increases **\$54,100**

Governor's Office of Economic Development

Recommendation for Discretionary Performance-Based Increases **\$39,800**

Governor's Office of Energy Development

Recommendation for Discretionary Performance-Based Increases **\$7,100**

House of Representatives

Recommendation for Discretionary Performance-Based Increases

\$5,200

Judicial Branch

Recommendation for Discretionary Performance-Based Increases

\$468,000

Labor Commission

Recommendation for Discretionary Performance-Based Targeted Increases

\$27,300

<u>Classification Title</u>	<u>% Increase</u>
EXECUTIVE ASSISTANT, APPOINTED	2.0%
FINANCIAL ANALYST III	3.0%
OFFICE SPECIALIST I	2.0%
OFFICE SPECIALIST II	2.0%
PROGRAM MANAGER	1.0%
SAFETY AND HEALTH OFFICER	1.0%
SENIOR SAFETY/HEALTH OFFICER	1.0%

Legislative Auditor General

Recommendation for Discretionary Performance-Based Increases

\$17,200

Legislative Fiscal Analyst

Recommendation for Discretionary Performance-Based Increases

\$12,600

Legislative Printing	
Recommendation for Discretionary Performance-Based Increases	\$1,400

Legislative Research and General Counsel	
Recommendation for Discretionary Performance-Based Increases	\$38,400

Public Lands Policy Coordination Office	
Recommendation for Discretionary Performance-Based Increases	\$7,300

Public Service Commission	
Recommendation for Discretionary Performance-Based Targeted Increases	\$1,000
<u>Classification Title</u>	<u>% Increase</u>
ACCOUNTING TECHNICIAN III	2.0%

School & Institutional Trust Fund Office	
Recommendation for Discretionary Performance-Based Increases	\$2,800

School & Institutional Trust Lands Administration	
Recommendation for Discretionary Performance-Based Increases	\$36,200

Senate

Recommendation for Discretionary Performance-Based Increases

\$4,300

Utah National Guard

Recommendation for Discretionary Performance-Based Targeted Increases

\$71,600

<u>Classification Title</u>	<u>% Increase</u>
CUSTODIAN I	3.0%
CUSTODIAN II	3.0%
ENGINEERING TECHNICIAN II	1.0%
ENGINEERING TECHNICIAN III	1.0%
ENVIRONMENTAL SCIENTIST III	3.0%
EXECUTIVE ASSISTANT, APPOINTED	2.0%
FINANCIAL ANALYST I	2.0%
FINANCIAL ANALYST II	2.0%
FINANCIAL ANALYST III	3.0%
FINANCIAL MANAGER I	3.0%
IT ANALYST I	3.0%
IT ANALYST II	3.0%
IT ANALYST III	3.0%
LICENSED CLINICAL THERAPIST	3.0%
OFFICE SPECIALIST I	2.0%
OFFICE SPECIALIST II	2.0%
PROGRAM MANAGER	1.0%

Utah Science Technology Research Initiative

Recommendation for Discretionary Performance-Based Increases

\$12,100

Utah State Auditor

Recommendation for Discretionary Performance-Based Increases **\$21,100**

Utah State Board of Education

Recommendation for Discretionary Performance-Based Increases **\$199,300**

Utah State Tax Commission

Recommendation for Discretionary Performance-Based Targeted Increases **\$194,300**

<u>Classification Title</u>	<u>% Increase</u>
ACCOUNTING TECHNICIAN III	2.0%
ACCOUNTING TECHNICIAN IV	2.0%
AUDITOR I	2.0%
AUDITOR II	2.0%
AUDITOR III	2.0%
AUDITOR IV	2.0%
EXECUTIVE ASSISTANT, APPOINTED	2.0%
FINANCIAL ANALYST I	2.0%
FINANCIAL ANALYST II	2.0%
FINANCIAL ANALYST III	3.0%
FINANCIAL MANAGER I	3.0%
FINANCIAL MANAGER II	3.0%
OFFICE SPECIALIST II	2.0%
OFFICE TECHNICIAN I	1.0%
OFFICE TECHNICIAN II	1.0%
PROGRAM MANAGER	1.0%
PURCHASING AGENT II	1.0%

Utah State Treasurer

Recommendation for Discretionary Performance-Based Increases **\$9,800**