



APPENDIX B:

TARGETED COMPENSATION BY AGENCY

Appendix B - Discretionary and 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	\$270,900

Capitol Preservation Board	
Recommendation for Discretionary Performance-Based Increases	\$4,500

Dept. of Administrative Services	
Recommendation for Discretionary Performance-Based Targeted Increases	\$103,900
<u>Classification Title</u>	<u>% Increase</u>
FINANCIAL ANALYST I	3.25%
FINANCIAL ANALYST II	3.25%
FINANCIAL ANALYST III	3.25%
FINANCIAL MANAGER I	3.25%
FINANCIAL MANAGER II	3.25%
INVESTIGATOR III, NON-POST	2.00%
STATE CONTRACT ANALYST, DAS	2.00%
WAREHOUSE SPECIALIST	3.25%

Dept. of Agriculture & Food

Recommendation for Discretionary Performance-Based Targeted Increases **\$17,200**

<u>Classification Title</u>	<u>% Increase</u>
FINANCIAL ANALYST II	3.25%
FINANCIAL ANALYST III	3.25%
FINANCIAL MANAGER I	3.25%
FINANCIAL MANAGER II	3.25%

Dept. of Alcoholic Beverage Control

Recommendation for Discretionary Performance-Based Targeted Increases **\$435,300**

<u>Classification Title</u>	<u>% Increase</u>
ASSISTANT LIQUOR STORE MANAGER	3.25%
FINANCIAL ANALYST I	3.25%
FINANCIAL ANALYST II	3.25%
FINANCIAL ANALYST III	3.25%
RETAIL SALES CLERK I	3.25%
RETAIL SALES CLERK II	3.25%
WAREHOUSE SPECIALIST	3.25%
WAREHOUSE WORKER I	3.25%
WAREHOUSE WORKER II	3.25%
WAREHOUSE WORKER III	3.25%
WAREHOUSE/SURPLUS PROPERTY MANAGER	3.25%

Dept. of Commerce

Recommendation for Discretionary Performance-Based Targeted Increases **\$69,600**

<u>Classification Title</u>	<u>% Increase</u>
FINANCIAL ANALYST I	3.25%
FINANCIAL ANALYST II	3.25%
INVESTIGATOR I, NON POST	2.00%
INVESTIGATOR II, NON POST	2.00%
INVESTIGATOR III, NON-POST	2.00%

Dept. of Corrections

Recommendation for Discretionary Performance-Based Targeted Increases **\$322,800**

<u>Classification Title</u>	<u>% Increase</u>
CASEWORKER II	3.25%
CASEWORKER III	3.25%
FINANCIAL ANALYST I	3.25%
FINANCIAL ANALYST III	3.25%
FINANCIAL MANAGER I	3.25%
FINANCIAL MANAGER II	3.25%
LICENSED CLINICAL THERAPIST	3.25%
SOCIAL WORKER	3.25%
THERAPIST SUPERVISOR	3.25%
WAREHOUSE MANAGER	3.25%
WAREHOUSE SPECIALIST	3.25%
WAREHOUSE WORKER II	3.25%

Dept. of Environmental Quality

Recommendation for Discretionary Performance-Based Targeted Increases **\$141,700**

<u>Classification Title</u>	<u>% Increase</u>
ENVIRONMENTAL ENGINEER I	2.00%
ENVIRONMENTAL ENGINEER II	2.00%
ENVIRONMENTAL ENGINEER III	2.00%
ENVIRONMENTAL ENGINEER IV	2.00%
FINANCIAL ANALYST I	3.25%
FINANCIAL ANALYST II	3.25%
FINANCIAL ANALYST III	3.25%
FINANCIAL MANAGER II	3.25%

Dept. of Financial Institutions

Recommendation for Discretionary Performance-Based Targeted Increases **\$89,700**

<u>Classification Title</u>	<u>% Increase</u>
FINANCIAL INSTITUTIONS EXAMINER I	2.00%
FINANCIAL INSTITUTIONS EXAMINER II	2.00%
FINANCIAL INSTITUTIONS EXAMINER III	2.00%
FINANCIAL INSTITUTIONS MANAGER	2.00%
FINANCIAL INSTITUTIONS SPECIALIST	2.00%

Dept. of Health

Recommendation for Discretionary Performance-Based Targeted Increases **\$143,200**

<u>Classification Title</u>	<u>% Increase</u>
FINANCIAL ANALYST I	3.25%
FINANCIAL ANALYST II	3.25%
FINANCIAL ANALYST III	3.25%
FINANCIAL MANAGER I	3.25%
FINANCIAL MANAGER II	3.25%
INVESTIGATOR II, NON POST	2.00%
INVESTIGATOR III, NON-POST	2.00%
INVESTIGATOR IV, NON POST	2.00%
WAREHOUSE WORKER III	3.25%

Dept. of Heritage & Arts

Recommendation for Discretionary Performance-Based Targeted Increases **\$27,100**

<u>Classification Title</u>	<u>% Increase</u>
FINANCIAL ANALYST II	3.25%
FINANCIAL ANALYST III	3.25%
FINANCIAL MANAGER II	3.25%
GIS ANALYST	2.00%
IT ANALYST II	3.25%
WAREHOUSE SPECIALIST	3.25%
WAREHOUSE WORKER II	3.25%

Dept. of Human Resource Management

Recommendation for Discretionary Performance-Based Targeted Increases

\$2,000

Classification Title

% Increase

FINANCIAL ANALYST II

3.25%

Dept. of Human Services

Recommendation for Discretionary Performance-Based Targeted Increases

\$2,591,700

Classification Title

% Increase

ASSISTANT CASEWORKER

3.25%

CASEWORKER I

3.25%

CASEWORKER II

3.25%

CASEWORKER III

3.25%

CASEWORKER SPECIALIST I

3.25%

CASEWORKER SPECIALIST II

3.25%

DEVELOPMENTALIST COORDINATOR

3.25%

FINANCIAL ANALYST I

3.25%

FINANCIAL ANALYST II

3.25%

FINANCIAL ANALYST III

3.25%

FINANCIAL MANAGER I

3.25%

FINANCIAL MANAGER II

3.25%

LEAD DEVELOPMENTALIST

3.25%

LICENSED CLINICAL THERAPIST

3.25%

PSYCHIATRIC/DEVELOPMENTAL TECHNICIAN

3.25%

SENIOR ASSISTANT CASEWORKER

3.25%

SENIOR PSYCHIATRIC TECHNICIAN

3.25%

SOCIAL SERVICE WORKER

3.25%

SOCIAL WORKER

3.25%

THERAPIST SUPERVISOR

3.25%

WAREHOUSE SPECIALIST

3.25%

WAREHOUSE WORKER I

3.25%

WAREHOUSE WORKER II

3.25%

WAREHOUSE WORKER III

3.25%

Dept. of Insurance

Recommendation for Discretionary Performance-Based Targeted Increases **\$2,300**

<u>Classification Title</u>	<u>% Increase</u>
FINANCIAL ANALYST II	3.25%

Dept. of Natural Resources

Recommendation for Discretionary Performance-Based Targeted Increases **\$103,700**

<u>Classification Title</u>	<u>% Increase</u>
FINANCIAL ANALYST I	3.25%
FINANCIAL ANALYST II	3.25%
FINANCIAL ANALYST III	3.25%
FINANCIAL MANAGER I	3.25%
FINANCIAL MANAGER II	3.25%
IT ANALYST II	3.25%
RETAIL SALES CLERK I	3.25%
SENIOR GIS ANALYST	2.00%
WAREHOUSE SPECIALIST	3.25%

Dept. of Public Safety

Recommendation for Discretionary Performance-Based Targeted Increases **\$160,600**

<u>Classification Title</u>	<u>% Increase</u>
COMMERCIAL DRIVER LICENSE EXAMINER	2.00%
DRIVER LICENSE EXAMINER	2.00%
DRIVER LICENSE EXAMINING TECHNICIAN	2.00%
DRIVER LICENSE LEAD EXAMINER	2.00%
FINANCIAL ANALYST I	3.25%
FINANCIAL ANALYST III	3.25%
FINANCIAL MANAGER I	3.25%
FINANCIAL MANAGER II	3.25%
WAREHOUSE WORKER III	3.25%

Dept. of Technology Services

Recommendation for Discretionary Performance-Based Targeted Increases **\$1,531,700**

<u>Classification Title</u>	<u>% Increase</u>
FINANCIAL ANALYST I	3.25%
FINANCIAL ANALYST III	3.25%
FINANCIAL MANAGER I	3.25%
INFORMATION TECHNOLOGY MANAGER I	3.25%
INFORMATION TECHNOLOGY MANAGER II	3.25%
INFORMATION TECHNOLOGY PROJECT MANAGER	3.25%
INFORMATION TECHNOLOGY SENIOR PROJECT MANAGER	3.25%
IT ANALYST I	3.25%
IT ANALYST II	3.25%
IT ANALYST III	3.25%
TECHNICAL SUPPORT SPEC I	2.00%
TECHNICAL SUPPORT SPEC II	2.00%
TECHNICAL SUPPORT SPECIALIST III	2.00%

Dept. of Transportation

Recommendation for Discretionary Performance-Based Targeted Increases **\$203,500**

<u>Classification Title</u>	<u>% Increase</u>
FINANCIAL ANALYST I	3.25%
FINANCIAL ANALYST II	3.25%
FINANCIAL ANALYST III	3.25%
FINANCIAL MANAGER I	3.25%
FINANCIAL MANAGER II	3.25%
GIS ANALYST	2.00%
IT ANALYST III	3.25%
MOTOR CARRIER SPECIALIST II	2.00%
MOTOR CARRIER SPECIALIST III	2.00%
MOTOR CARRIER SPECIALIST IV	2.00%
SENIOR GIS ANALYST	2.00%
TECHNICAL SUPPORT SPEC II	2.00%
WAREHOUSE MANAGER	3.25%
WAREHOUSE SPECIALIST	3.25%
WAREHOUSE WORKER III	3.25%

Dept. of Veterans & Military Affairs

Recommendation for Discretionary Performance-Based Targeted Increases **\$4,500**

<u>Classification Title</u>	<u>% Increase</u>
FINANCIAL ANALYST I	3.25%
FINANCIAL MANAGER I	3.25%

Dept. of Workforce Services

Recommendation for Discretionary Performance-Based Targeted Increases **\$158,600**

<u>Classification Title</u>	<u>% Increase</u>
Caseworker II	3.25%
Caseworker III	3.25%
CASEWORKER SPECIALIST II	3.25%
FINANCIAL ANALYST II	3.25%
FINANCIAL ANALYST III	3.25%
FINANCIAL MANAGER I	3.25%
FINANCIAL MANAGER II	3.25%
LICENSED CLINICAL THERAPIST	3.25%
TECHNICAL SUPPORT SPEC I	2.00%
TECHNICAL SUPPORT SPEC II	2.00%
TECHNICAL SUPPORT SPECIALIST III	2.00%
THERAPIST SUPERVISOR	3.25%
WAREHOUSE WORKER III	3.25%

Governor's Office

Recommendation for Discretionary Performance-Based Increases **\$61,000**

Governor's Office of Economic Development

Recommendation for Discretionary Performance-Based Increases **\$42,800**

House of Representatives

Recommendation for Discretionary Performance-Based Increases **\$5,500**

Judicial Branch

Recommendation for Discretionary Performance-Based Increases **\$505,700**

Labor Commission

Recommendation for Discretionary Performance-Based Targeted Increases **\$2,900**

<u>Classification Title</u>	<u>% Increase</u>
FINANCIAL ANALYST II	3.25%

Legislative Auditor General

Recommendation for Discretionary Performance-Based Increases **\$17,500**

Legislative Fiscal Analyst

Recommendation for Discretionary Performance-Based Increases **\$13,000**

Legislative Printing

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

Legislative Research and General Counsel

Recommendation for Discretionary Performance-Based Increases

\$39,100

Legislative Services

Recommendation for Discretionary Performance-Based Increases

\$1,400

School & Institutional Trust Fund Office

Recommendation for Discretionary Performance-Based Increases

\$3,200

School & Institutional Trust Lands Administration

Recommendation for Discretionary Performance-Based Increases

\$35,200

Senate

Recommendation for Discretionary Performance-Based Increases

\$4,600

Utah National Guard

Recommendation for Discretionary Performance-Based Targeted Increases

\$69,700

Classification Title

% Increase

FINANCIAL ANALYST I	3.25%
FINANCIAL ANALYST II	3.25%
FINANCIAL ANALYST III	3.25%
FINANCIAL MANAGER I	3.25%
INFORMATION TECHNOLOGY MANAGER I	3.25%
IT ANALYST I	3.25%
IT ANALYST II	3.25%
IT ANALYST III	3.25%
LICENSED CLINICAL THERAPIST	3.25%
SENIOR GIS ANALYST	2.00%
SOCIAL WORKER	3.25%
TECHNICAL SUPPORT SPEC I	2.00%
TECHNICAL SUPPORT SPEC II	2.00%
TECHNICAL SUPPORT SPECIALIST III	2.00%
WAREHOUSE SPECIALIST	3.25%

Utah Science Technology Research Initiative

Recommendation for Discretionary Performance-Based Increases

\$13,100

Utah State Auditor

Recommendation for Discretionary Performance-Based Increases

\$23,400

Utah State Board of Education

Recommendation for Discretionary Performance-Based Increases

\$204,700

Utah State Tax Commission

Recommendation for Discretionary Performance-Based Targeted Increases

\$324,800

Classification Title

% Increase

FINANCIAL ANALYST I	3.25%
FINANCIAL ANALYST II	3.25%
FINANCIAL ANALYST III	3.25%
FINANCIAL MANAGER I	3.25%
INVESTIGATOR III, NON-POST	2.00%
MOTOR VEHICLE SUPERVISOR I	3.25%
MOTOR VEHICLE SUPERVISOR II	3.25%
MOTOR VEHICLE SUPERVISOR III	3.25%
TAX/MOTOR VEHICLE SPECIALIST	3.25%
TAX/MOTOR VEHICLE TECHNICIAN I	3.25%
TAX/MOTOR VEHICLE TECHNICIAN II	3.25%
WAREHOUSE SPECIALIST	3.25%
WAREHOUSE WORKER II	3.25%
WAREHOUSE WORKER III	3.25%

Utah State Treasurer

Recommendation for Discretionary Performance-Based Increases

\$11,500