

Appendix B - Discretionary and Targeted Compensation Increases by Agency

The Governor recommends funding equivalent to roughly 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 General Fund, General Fund Impact and Education Fund Sources unless noted otherwise.

Attorney General	
Recommendation for Discretionary Performance-based Increases	\$196,100

Capitol Preservation Board	
Recommendation for Discretionary Performance-based Increases	\$6,900

Dept. of Agriculture & Food	
Recommendation for Discretionary Performance-based Targeted Increases	\$97,500
<u>Classification Title</u>	<u>% Increase</u>
Environmental Health Scientist III	5.7%
Inspector I, Agriculture	15.0%
Inspector II, Agriculture	10.4%
Inspector III, Agriculture	3.3%
Predatory Animal Control Specialist	4.2%

Dept. of Alcoholic Beverage Control	
Recommendation for Discretionary Performance-based Increases**	\$1,971,500
<i>**Funding recommended as discretionary due to regional recruitment & retention differences</i>	
<i>Amounts recommended support 15% increases for Retail Sales Clerk I, Liquor Store Managers & Asst Managers, 10.4% and 10.8% increases for Warehouse Worker I and II, and 6.3% increases for Retail Sales Clerk II</i>	

Dept. of Commerce	
Recommendation for Discretionary Performance-based Targeted Increases*	\$3,800
<u>Classification Title</u>	<u>% Increase</u>
Pipeline Safety Engineer	1.6%
<i>*Includes all funding sources</i>	

Dept. of Corrections

Recommendation for Discretionary Performance-based Targeted Increases **\$140,200**

<u>Classification Title</u>	<u>% Increase</u>
Caseworker II	3.8%
Journey Plumber	0.4%
Warehouse Worker II	15.0%

Dept. of Environmental Quality

Recommendation for Discretionary Performance-based Targeted Increases for Environmental Scientist III **\$642,100**

Dept. of Financial Institutions

Recommendation for Discretionary Performance-based Targeted Increases **\$343,600**

<u>Classification Title</u>	<u>% Increase</u>
Financial Institutions Examiner I	15.0%
Financial Institutions Examiner II	4.4%
Financial Institutions Examiner III	8.9%
Financial Institutions Manager	4.1%
Financial Institutions Specialist	5.8%

**Includes all funding sources*

Dept. of Health

Recommendation for Discretionary Performance-based Targeted Increases **\$377,000**

<u>Classification Title</u>	<u>% Increase</u>
Actuarial Specialist	2.1%
Auditor III	0.7%
Chemist/Microbiologist I	3.8%
Chemist/Microbiologist II	6.1%
Chemist/Microbiologist III	2.0%
Chemist/Microbiologist IV	2.5%
Epidemiologist I	0.4%
Financial Analyst I	2.2%
Financial Analyst II	1.5%
Financial Analyst III	15.0%
Financial Manager I	10.1%
Financial Manager II	3.2%
Investigator II, Non POST	15.0%
Laboratory Technician I	9.9%
Laboratory Technician II	5.7%
Laboratory Technician III	11.7%
Pharmacist	3.6%
Senior Registered Nurse	5.4%

Dept. of Heritage & Arts

Recommendation for Discretionary Performance-based Targeted Increases **\$17,300**

<u>Classification Title</u>	<u>% Increase</u>
Arts Program Representative I	11.6%
Arts Program Representative II	4.1%

Dept. of Human Services

Recommendation for Discretionary Performance-based Increases

Child and Family Services Caseworkers **\$2,434,700**

State Hospital Forensic Unit Staff **\$881,000**

Dept. of Insurance

Recommendation for Discretionary Performance-based Targeted Increases **\$1,800**

<u>Classification Title</u>	<u>% Increase</u>
Market Conduct Examiner I	0.4%

Dept. of Natural Resources

Recommendation for Discretionary Performance-based Targeted Increases **\$88,500**

<u>Classification Title</u>	<u>% Increase</u>
Accounting Technician III	0.8%
Engineer I	0.3%
Engineer III	0.8%
Engineering Manager I	0.8%
Engineering Manager III	7.8%
Engineering Technician II	4.0%
Fire Technician I	15.0%
Fire Technician II	9.4%
Fire Technician III	6.3%
GIS Analyst	12.2%
Lead Maintenance/Construction Specialist	3.2%
Office Specialist II	3.5%
Wildlife Biologist I	1.4%

Dept. of Technology Services

Recommendation for Discretionary Performance-based Targeted Increases* **\$245,500**

<u>Classification Title</u>	<u>% Increase</u>
IT Analyst III	1.0%
Technical Support Spec II	1.2%

**Includes all funding sources*

Dept. of Transportation

Recommendation for Discretionary Performance-based Targeted Increases **\$607,300**

<u>Classification Title</u>	<u>% Increase</u>
Financial Manager I	15.0%
Financial Manager II	7.9%
Journey Auto Worker	10.0%
Motor Carrier Specialist III	10.6%

**Includes all funding sources*

Governor's Office

Recommendation for Discretionary Performance-based Increases **\$97,800**

Governor's Office of Economic Development

Recommendation for Discretionary Performance-based Increases **\$74,900**

Governor's Office of Energy Development

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

House of Representatives

Recommendation for Discretionary Performance-based Increases **\$9,900**

Judicial Branch

Recommendation for Discretionary Performance-based Increases **\$1,038,700**

Labor Commission

Recommendation for Discretionary Performance-based Targeted Increases **\$51,100**

<u>Classification Title</u>	<u>% Increase</u>
Labor Commission Specialist	9.2%
Safety And Health Officer	9.2%

Legislative Auditor General

Recommendation for Discretionary Performance-based Increases

\$34,200

Legislative Fiscal Analyst

Recommendation for Discretionary Performance-based Increases

\$26,100

Legislative Research and General Counsel

Recommendation for Discretionary Performance-based Increases

\$70,500

Legislative Services

Recommendation for Discretionary Performance-based Increases

\$29,800

Public Lands Policy Coordination Office

Recommendation for Discretionary Performance-based Increases

\$10,800

School & Institutional Trust Fund Office

Recommendation for Discretionary Performance-based Increases*

\$7,600

*Includes all funding sources

School & Institutional Trust Lands Administration

Recommendation for Discretionary Performance-based Increases*

\$70,200

*Includes all funding sources

Senate

Recommendation for Discretionary Performance-based Increases

\$11,000

Utah National Guard

Recommendation for Discretionary Performance-based Targeted Increases

\$5,200

Classification Title

% Increase

Fire Fighter II, National Guard

15.0%

Fire Fighter III, National Guard

15.0%

Fire Fighter Shift Leader, National Guard

15.0%

Utah State Auditor

Recommendation for Discretionary Performance-based Increases

\$23,200

Utah State Board of Education

Recommendation for Discretionary Performance-based Increases

\$270,100

Utah State Tax Commission

Recommendation for Discretionary Performance-based Targeted Increases

\$182,800

Classification Title

% Increase

Auditor II

4.5%

Auditor III

4.9%

Research Consultant I

5.7%

Utah State Treasurer

Recommendation for Discretionary Performance-based Increases

\$6,600