



division of
**Human Resource
Management**

Government Operations Interim
Committee

Recruitment and Retention/HB104 Implementation

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Director, Human Resource Division
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Moving Salaries to Market

Findings and Analysis – 2023 vs. 2021

For the jobs surveyed, state of Utah jobs have progressed from:

- -14.9% below market in 2021 to
- -10% below market in 2023.

Gallagher recommends we review positions that are 15% different from the market.



AX Opt in 7/1/22 to 6/30/23

Eligible employees: 2960

Number of employees who opted to convert to schedule AX with a 5% salary increase: 2349

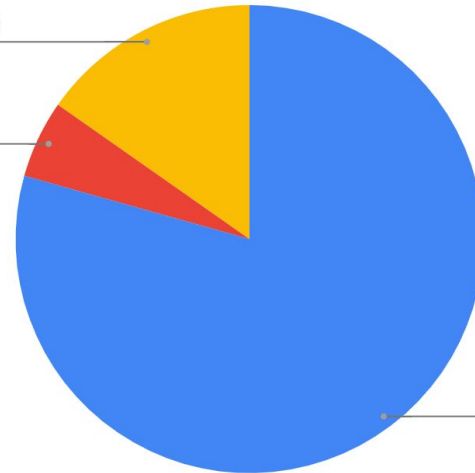
Total compensation annual cost: \$11,772,000

Opt in Responses

No Response
15.3%

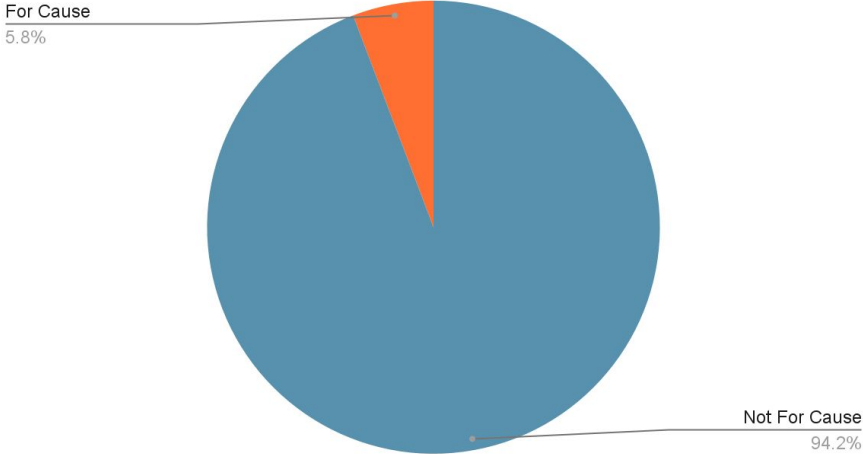
No
5.4%

Yes
79.4%

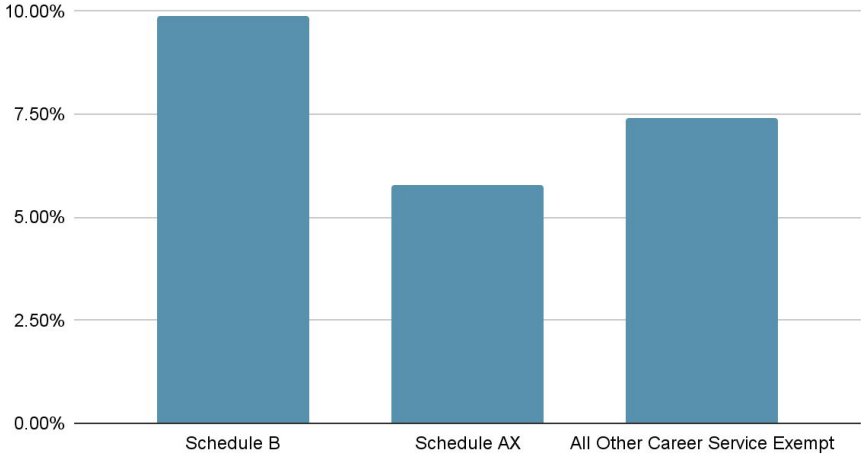


Exits by Schedule Code

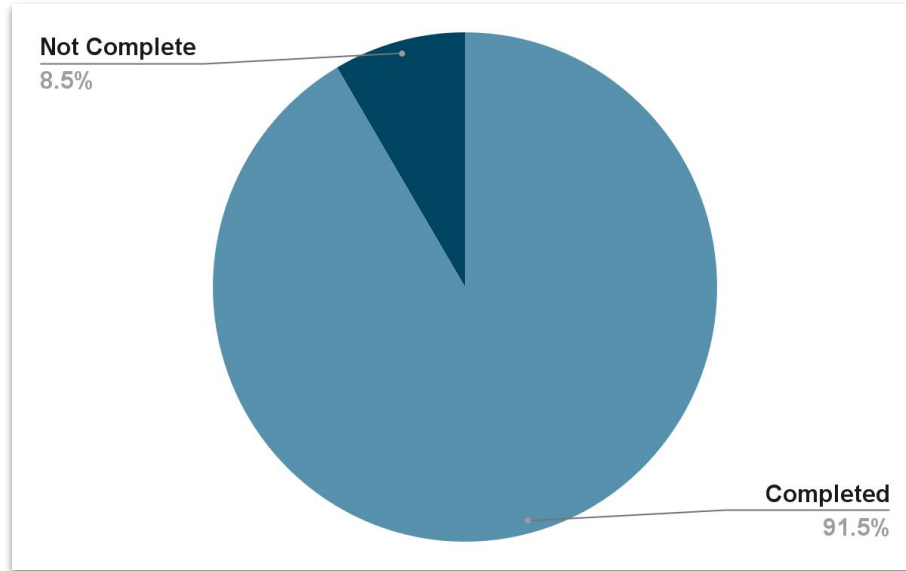
Schedule AX Exits



For Cause Exits



Performance Management Training



As of September 1, 92% of supervisors have completed required performance management training



Performance Management Training By Department

Agency	Eligible Supervisors	Completed	Not Completed	% Completed
30 - Capitol Preservation	2	0	2	0.00%
60 - Governor's Office	41	38	3	92.68%
63 - Governor's Office of Economic Opportunity	31	30	1	96.77%
120 - Tax Commission	120	119	1	99.17%
130 - Career Service Review Office	1	1	0	100.00%
150 - Department of Government Operations	269	253	16	94.05%
170 - Navajo Trust Administration	2	1	1	50.00%
180 - Department of Public Safety	315	307	8	97.46%
190 - Utah National Guard	42	21	21	50.00%
250 - Department of Health and Human Services	1036	850	186	82.05%
410 - Department of Corrections	477	431	46	90.36%
430 - Board of Pardons and Parole	8	8	0	100.00%
450 - Department of Veteran's Affairs	11	7	4	63.64%
480 - Department of Environmental Quality	65	65	0	100.00%
540 - School & Institutional Trust Fund Office	2	0	2	0.00%
550 - School & Institutional Trust Lands Administration	27	13	14	48.15%
560 - Department of Natural Resources	508	489	19	96.26%
570 - Department of Agriculture and Food	63	62	1	98.41%
600 - Department of Workforce Services	285	283	2	99.30%
650 - Alcoholic Beverage Services	73	73	0	100.00%
660 - Labor Commission	24	23	1	95.83%
670 - Department of Commerce	60	54	6	90.00%
680 - Financial Institutions	10	10	0	100.00%
690 - Department of Insurance	22	21	1	95.45%
700 - Public Service Commission	3	3	0	100.00%
710 - Department of Cultural and Community Engagement	56	55	1	98.21%
810 - Department of Transportation	426	425	1	99.77%
Total	3979	3642	337	91.53%