

# Consolidation salary parity

DHHS requests funds to invest in salary increases for certain job titles to stabilize our workforce and better deliver critical services for Utah's vulnerable populations.

**\$978,200 (SSA)**




**\$781,800 (EOCJ)**

Ongoing General Fund request

## Staffing issues threaten Utah's most vulnerable populations

DHHS is experiencing critical staffing issues, including wage gaps between former Department of Health (DOH) and Department of Human Services (DHS) employees doing similar work, significant wage gaps with the private market, and a troubling turnover rate among key roles.

Additional investments in the DHHS workforce are needed for the department to meet the responsibilities entrusted to us.

-  Unanticipated ripple effects exist from the merger of DHS and DOH.
-  Turnover rates are as high as 38% for various clinical positions and 37% for support staff positions, such as office specialists.
-  The internal wage gap in the Division of Licensing and Background Checks reaches up to 30% for employees doing the same job.

This funding request will keep and develop a skilled, trained, and committed staff. Additional funding will enable us to attack these issues and improve our efforts to ensure healthy and safe lives for all Utahns.

## Juvenile correctional staff turnover

Due to lack of adequate pay, the division of Juvenile Justice and Youth Services (JJYS) has had many positions go unfilled. The turnover rate in juvenile correctional settings is more than 40%.

In order to meet staffing requirements, JJYS has begun requiring all community staff work a minimum of one shift per week in facility, creating gaps in early intervention and community supervision.