



Tier I + Zoological Advisory Board Salary Cap QE Increase Deliberation

March 20, 2024 | 2:45 – 3:00PM

[WebEx](#)

Agenda

- I. Welcome – Johann Jacobs, Chair 2:45
- II. Public Comment Period – Chair Jacobs 2:46
- III. **ACTION ITEM:** Vote on Salary Cap Qualifying Expenditures Increase 2:48

Salary Cap indexing of the current salary cap (currently \$97,280) was performed as well as analysis of current Tier I + Zoological grantee salaries that exceeded the cap over the past three years. Based on analysis and discussion, the following recommendation was put forward by the Financial Work Committee.

- Recommended salary cap for 2025 (and beyond) Tier I + Zoological Qualifying Expenditures: \$109,620
 - Based on indexing salary cap using Bureau of Labor Statistics employment cost index for Civilian Workers, indexed annually since last increase set in 2019.

2019	Baseline	97,280
2020	2.6%	99,809
2021	4.5%	104,301
2022	5.1%	109,620

- Based on review of qualifying expenditures over the last three years, 78% of Tier 1 are now exceeding the salary cap for one or more employees, as outlined below.

	2020	2021	2022
Count of Orgs Exceeding Salary Cap	15	15	17

- IV. Adjourn – Chair Jacobs 5:00

Anchor Location

Mid-Valley Performing Arts Center
2525 Taylorsville Blvd Taylorsville, UT 84129

Meeting available through Webex by clicking [here](#).

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