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## MEMORANDUM

**TO:** Members, Utah State Board of Education

**FROM:** Brad C. Smith  
Chief Executive Officer

**DATE:** August 6-7, 2015

**INFORMATION:** Report on Cost of Converting Information Technology and Finance Positions from Merit to Career Exempt positions

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### **Background:**

The Information Technology Section claims that high turnover rates are linked to insufficient pay to compete with private industry Information Technology salaries. Career Exempt positions allow for an increase in salaries with the benefit to the employer of increasing the ability to select highly qualified individuals.

Finance Division/Internal Accounting positions are merit positions as well. Conversion of these positions to Career Exempt positions allows for recruiting of more highly qualified individuals and the ability to make changes whenever necessary to promote fiduciary responsibility.

### **Key Points:**

The attached report details the costs of converting current Information Technology and Finance/Internal Accounting positions to Career Exempt positions.

### **Anticipated Action:**

The Committee will receive information on the total cost of conversion.

**Contact:** Scott Jones, Associate Superintendent, 801-538-751

**Moving Information Technology Positions to Career Exempt (Analysis)**

Range \$20.50-\$35.27

IT Analyst I	USOE	DTS	Total
Incumbants	3	11	19
Low	\$ 4,191.66	\$ 3,647.04	\$ 3,647.04
High	\$ 5,646.30	\$ 5,206.08	\$ 5,813.34
Mean	\$ 4,749.62	\$ 4,372.15	\$ 4,613.47
		<b>\$ (377.47)</b>	<b>\$ (440.22)</b>

Range \$24.79-\$39.32

IT Analyst II	USOE	DTS	Total
Incumbants	25	164	191
Low	\$ 4,410.90	\$ 4,499.64	\$ 4,410.90
High	\$ 6,227.46	\$ 7,779.54	\$ 7,779.54
Mean	\$ 5,260.72	\$ 5,928.82	\$ 5,838.35
		<b>\$ 668.10</b>	<b>\$ 1,552.08</b>

Range \$29.17-\$46.27

IT Analyst III	USOE	DTS	Total
Incumbants	8	115	126
Low	\$ 5,712.42	\$ 5,449.68	\$ 5,449.68
High	\$ 7,718.64	\$ 8,974.92	\$ 8,974.92
Mean	\$ 6,825.80	\$ 6,990.76	\$ 7,000.13
		<b>\$ 164.96</b>	<b>\$ 1,256.28</b>

Range \$29.17-\$46.27

IT Mgr I	USOE	DTS	Total
Incumbants	2	15	17
Low	\$ 6,855.60	\$ 5,489.70	\$ 5,489.70
High	\$ 7,682.10	\$ 8,974.92	\$ 8,974.92
Mean	\$ 7,268.85	\$ 7,373.89	\$ 7,361.53
		<b>\$ 105.04</b>	<b>\$ 1,292.82</b>

Range \$31.65-\$50.19

IT Mgr II	USOE	DTS	Total
Incumbants	2	35	37
Low	\$ 7,645.56	\$ 6,004.74	\$ 6,004.74
High	\$ 8,324.16	\$ 9,474.30	\$ 9,474.30
Mean	\$ 7,984.86	\$ 8,084.98	\$ 8,079.57
		<b>\$ 100.12</b>	<b>\$ 1,150.14</b>

Range \$35.27-\$55.94

IT Dir	USOE	DTS	Total
Incumbants	1	14	15
Low	\$ 9,206.34	\$ 7,111.38	\$ 7,111.38
High	\$ 9,206.34	\$ 10,850.64	\$ 10,850.64
Mean	\$ 9,206.34	\$ 8,836.16	\$ 8,841.16
		<b>\$ (370.18)</b>	<b>\$ 1,644.30</b>

Range \$17.89-\$26.89

Tech Support Spec I	USOE	DTS	Total
Incumbants	5	13	20
Low	\$ 3,278.16	\$ 3,182.46	\$ 3,182.46
High	\$ 4,268.22	\$ 4,668.42	\$ 4,668.42
Mean	\$ 3,567.00	\$ 3,552.41	\$ 3,587.79
		<b>\$ (14.59)</b>	<b>\$ 400.20</b>

Range \$23.48-\$36.25

Tech Support Spec II	USOE	DTS	Total
Incumbants	24	121	151
Low	\$ 4,085.52	\$ 3,112.86	\$ 3,112.86
High	\$ 6,210.06	\$ 6,845.16	\$ 6,845.16
Mean	\$ 4,627.10	\$ 5,073.96	\$ 4,996.06
		<b>\$ 446.86</b>	<b>\$ 635.10</b>

Range \$26.89-\$39.32

Tech Support Spec III	USOE	DTS	Total
Incumbants	6	61	69
Low	\$ 5,188.68	\$ 4,831.98	\$ 4,831.98
High	\$ 5,929.92	\$ 8,734.80	\$ 8,734.80
Mean	\$ 5,585.11	\$ 6,071.83	\$ 6,057.32
		<b>\$ 486.72</b>	<b>\$ 2,804.88</b>

**Monthly Salaries**

Mean	\$ 1,209.56	<b>\$ 14,514.72</b>	additional on-going per year
High	\$ 10,295.58	<b>\$ 123,546.96</b>	additional on-going per year