

MEMORANDUM

TO: Members, Utah State Board of Education

FROM: Scott Jones
Deputy Superintendent of Operations

DATE: April 14-15, 2016

ACTION: Establish the Compensatory Increases for USOE for FY2017

Background:

In the 2016 legislative session, a two percent compensation increase for USOE employees was authorized.

Board Strategic Plan:

This item supports the following imperative(s) and strategies in the Board's Strategic Plan:

- Educational Equity
- System Values

Anticipated Action:

It is anticipated that the Finance Committee will give specific direction on the process to determine compensatory increases for FY2017.

Contact: Scott Jones, Deputy Superintendent of Operations, 801-538-7514

Proposed Compensatory Increases Courses of Action

- SB8 (GS2016) states: "provides funding equivalent to a 2.0% general salary increase for discretionary salary increases for employees of the legislative branch, judicial branch, and constitutional offices".
- COA 1: Implement this process for SFY 17 where employees receive a discretionary amount based on performance
 - Requires additional analysis on how much funding is available
 - Requires clear guidance on the limits of increases (i.e. no more than a 5% increase to eligible employees)
 - Requires all performance plans are in place and that evaluations occur prior to June 1 to allow sufficient time for award to the eligible employee
- COA 2: Implement this process for SFY 18 where employees receive a discretionary amount based on performance
 - Provides additional time to analyze and prepare a comprehensive plan for implementing a process for awarding of percentage increases to employees based on performance
 - Ensures additional or adequate time for supervisors to prepare and implement performance based plans (always required) and reach an end date for evaluation of the employee
 - Implies that all eligible employees receive 2% adjustments in SFY 17
- COA 3: Do not implement this process of discretionary application of percentage increases to employees-continue to provide across the board increases
- Consider a combination of these COAs or any additional ones the Utah State Board of Education Directs