

QUESTIONS AND ANSWERS REGARDING THE PROPOSED CAREER SALARY PLAN FOR UDC

Q: Who came up with the pay plan?

A: The pay plan was developed by a consultant with a national reputation for the development of such systems.

Q: How did the consultant create salary (i.e. correctional officers, AP&P Agent) lanes within the pay plan?

A: The consultant developed the pay plan based on comparisons of positions along the Wasatch Front and in the case of AP&P agents surrounding states comparable size to Utah.

Q: How will I be placed on the salary system?

A: Employees will be placed on the appropriate salary lane and step for time in their position using a formula of 1 step on the new system for every two years of service in that position. **Example:** An agent has worked 10 years as an AP&P agent. The agent would be placed on step 5 of the proposed salary schedule in the AP&P salary lane.

Q: If the salary lane and step is below what I make, will my current wage be cut or frozen?

A: No. Employees who are currently paid above the proposed salary schedule will be placed on the system according to the formula discussed above. If that placement is below what the employee is currently making that employee will receive the same salary increase that all public employees receive in the state of Utah (at present, the Governor is recommending a 2% increase).

Q: Once I am placed on the pay plan, will I stay on that step?

A: No. Funding being available every employee will move to the next step on the pay plan until they reach the top of the pay plan.

Q: Will the ranges of the lanes of the pay plan change to take into effect cost of livings (CPI)?

A: Yes & No. However, the ranges will be changed only when DHRM has determined, based on a market analysis, that the current ranges do not reflect the market. CPI will have no bearing on the ranges.

For more answer to questions call: