



## Agenda Item

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**File #:** 22-0372

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**Requested Agenda Date:**

4/26/2022

**Requested Agenda Title:**

Budget Adjustment: Human Resources Request for \$320,052 and 3 FTEs for the Pay for Performance Project

**Requested Agenda Item Description:** In the fall of 2021, the Salt Lake County Council passed legislative intent to support a new pay for performance plan to incentivize, reward, and retain high performing employees. The development and implementation of a pay for performance plan to meet SLCo's needs will be a significant multi-year undertaking and will require the need to hire consulting and time limited staff resources to develop and manage the implementation of the program.

The planning stage, which will take place in Year 1, will inform the larger pay for performance program and specific resource needs for future years. As such, at this time we are asking for funding for Year 1.

In Year 1 we will form committee(s) to engage and update County leadership and other stakeholders on planning and progress, review and revise HR policies to facilitate this new model, and engage managers and supervisors to ensure ownership and buy-in. Also, in Year 1 we will provide enhanced manager training on setting clear goals and expectations with employees and on providing critical feedback/handling difficult conversations. Additionally, we will explore interim steps to connect annual pay increases to employee appraisal scores.

**Requested Action:** Discussion - Vote Needed**Presenter(s) (with titles):** Enter Text Here**Time Needed:** Less than 5 MINS**Is this Item Time-Sensitive and/or Requesting a Time-Certain?** No**Requesting Staff Member:** Darrin Casper, Deputy Mayor of Finance and Administration, CFO**Are Supporting Documents Needed for this Agenda Item Request?** Yes

Please attach supporting documentation, including presentations, to the Legistar file.

Agenda item requests must be complete and submitted via Legistar Approval Sequence to the Council Administrative & Communications Coordinator by the Wednesday before the upcoming Tuesday meeting at 3:00 PM. Please note that some offices have earlier, internal Approval Sequence deadlines.

Items without necessary supporting documentation may be withheld from consideration for the desired meeting

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date.