

Salt Lake County
Decision Package Summary
 by Form ID

Form ID:	23600	Current Stage	Type	Council Approved	Council Approved Date	Linked Form ID
Name:	Pay for Performance funding request	3608 - Council	FTE Action	No		23600

Request 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.

	Revenues	Expenses	Transfer In and OFS	Transfer Out and OFU	Balance Sheet	Net Change to Fund Balance	FTE
110 - General Fund							
61500000 - Human Resources							
6150000400 - Employees University							
Project: 0 - Project ID Not Assigned							
601040 - Time Limited Employee	0	187,001	0	0	0	(187,001)	0.00
603005 - Social Security Taxes	0	21,459	0	0	0	(21,459)	0.00
603025 - Retirement Or Pension Contrib	0	44,992	0	0	0	(44,992)	0.00
603040 - Ltd Contributions	0	1,164	0	0	0	(1,164)	0.00
603045 - Supplemental Retirement (401K)	0	1,122	0	0	0	(1,122)	0.00
603050 - Health Insurance Premiums	0	60,114	0	0	0	(60,114)	0.00
615025 - Computers & Components <\$5000	0	4,200	0	0	0	(4,200)	0.00
FETEL - FTE Time Limited	0	0	0	0	0	0	3.00
Total Human Resources	0	320,052	0	0	0	(320,052)	3.00
Total General Fund	0	320,052	0	0	0	(320,052)	3.00

	Revenues	Expenses	Transfer In and OFS	Transfer Out and OFU	Balance Sheet	Net Change to Fund Balance	FTE
Future Year Adjustments							
110 - General Fund							
61500000 - Human Resources							
6150000400 - Employees University							
Project: 0 - Project ID Not Assigned							

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Future Year Adjustments	Revenues	Expenses	Transfer In and OFS	Transfer Out and OFU	Balance Sheet	Net Change to Fund Balance	FTE
601040 - Time Limited Employee	0	93,499	0	0	0	(93,499)	0.00
Total Human Resources	0	93,499	0	0	0	(93,499)	0.00
Total General Fund	0	93,499	0	0	0	(93,499)	0.00
Attachments							
1.12.01PJ_-_Pay for performance-HR Org Only_20220314T112911.pdf							
Pay for Performance - 3-14-22_20220314T103637.pdf							
Budget Year - Grand Total	0	320,052	0	0	0	(320,052)	3.00
Future Year Adjustments - Grand Total	0	93,499	0	0	0	(93,499)	0.00