

2024 Salary Budget Forecast



WorldatWork’s 2023-24 Salary Budget Survey report provides insight to the projected and actual increases reported by participants based on the type of increase (Figure 1) and other factors including state, industry, and organization (Figure 2).

Figure 1 – Median Salary Increase Budgets, by Type of Increase

	Projected 2023	Actual 2023	Projected 2024
General Increase/COLA	3.0 %	1.1 %	1.0 %
Merit Increase	3.5 %	4.0 %	3.5 %
Other Increase	1.0 %	0.8 %	0.8 %
Total Increase	4.0 %	4.0 %	4.0 %
Note: "General Increase/COLA," "Merit," and "Other" do not add to the "Total Increase" because not every organization provides all three types of increases.			

Figure 2 – Median Total Salary Increase Budgets, by State, Industry, and Organization Size

	Projected 2023	Actual 2023	Projected 2024
By State, Utah	4.0 %	4.0 %	4.0 %
By Industry, Public Administration	4.0 %	5.6 %	5.0 %
By Organization Size, 2,500 - 9,999	4.0 %	4.5 %	4.0 %

Mayor’s Recommended Compensation & Benefits Budget for FY24-25





FY25 Market-based Pay Adjustments

Job Code	Job Family
001779	CRIME SCENE TECHNICIAN II
002127	PLANS EXAMINER I
002779	LICENSED ARCHITECT
002794	CYBERSECURITY ENGINEER II
002145	SOFTWARE ENGINEER III
002201	PARALEGAL
001733	PRINCIPAL PLANNER

Departments	Employee Count
AIRPORT	14
ATTORNEY	6
COMMUNITY & NEIGHBORHOODS	57
ECONOMIC DEVELOPMENT	1
INFORMATION MANAGEMENT SERVICES	21
POLICE	16
PUBLIC LANDS	9
PUBLIC SERVICES	7
PUBLIC UTILITIES	7
<i>Grand Total</i>	<i>138</i>

Mayor's Recommended Compensation & Benefits Budget for FY24-25





FY25 Market-based Adjustments – Sample of targeted job titles

Job Family	Job Profile	Job Family	Job Profile
Crime Scene Technician II	Crime Scene Supervisor	Principal Planner	Airport Principal Planner
	Crime Scene Technician I		Airport Senior Planner
	Crime Scene Technician II		Associate Planner
	Senior Crime Scene Technician		Bicycle Pedestrian Coordinator
Cybersecurity Engineer II	Cybersecurity Engineer I		Deputy Planning Director
	Cybersecurity Engineer II		Planning Director
	Cybersecurity Engineer III		Planning Manager
	Cybersecurity Engineering Manager		Planning Programs Supervisor
Licensed Architect	Airport Architect		Principal Planner
	Airport Construction Manager		Public Lands Planner
	Airport Senior Architect Project Manager		Senior Planner - Community & Neighborhoods
	Associate Landscape Architect II		Senior Transportation Policy Analyst
	City Architect		Transit Program Manager
	Landscape Architect III		Transportation Planner I
	Licensed Architect		Transportation Planner II
	Senior Architect		Transportation Planner III
	Senior Landscape Architect		Transportation Planner IV
Paralegal	Paralegal		Transportation Section Manager
			Urban Designer
Plans Examiner I	Development Review Planner I		Zoning Administrator
	Development Review Planner II	Software Engineer III	Cloud Data Engineer
	Development Review Supervisor		Data Scientist
	Plans Examiner I		Principal Software Engineer
	Plans Examiner II		Senior Software Engineer
	Plans Examiner III		Software Engineer I
	Senior Development Review Planner		Software Engineer II
	Senior Plans Examiner		Software Engineer III
	Utilities Development Review Coordinator		Software Engineer Team Lead
	Utilities Development Review Specialist		Software Engineering Team Manager
	Utilities Planner		
	Utilities Planner & Development Coordinator		



Compensation Plan for Non-Represented Employees – Shift Differential



D. Shift ~~Allowance~~Differential, not including Police Sergeants & Lieutenants. Only non-exempt employees who perform afternoon/-swing or evening shift work are eligible to receive a shift allowance.

1. The city will include all shift allowance when computing overtime. An employee who receives Snow Fighter Corps differential pay is **not** eligible to also receive shift allowance.
2. Day Shift: No allowance will be paid for work hours which are part of a regular day shift.
3. Eligible Hours: ~~For each non-day shift hour worked between the hours of 6:00 p.m. and 6:00 a.m., the city will pay an eligible non-exempt employee a differential of \$1.00 per hour~~ The city will pay an hourly shift differential equivalent to 7.5% of an eligible employee's base hourly rate for hours worked between the hours of 6:00 p.m. and 5:59 a.m. Monday through Friday and for all hours worked between 6:00 p.m. on Friday through 5:59 a.m. on Monday.
4. When working hours in a single shift that exceeds 12 hours, the eligible employee will receive a premium equivalent to 7.5% of his or her base hourly rate for each hour worked in excess of 12 hours at the end of the shift. Eligible employees already receiving shift differential for these excess hours will not receive this additional premium.

