

# Prior Related Work Experience

## Employee Frequently Asked Questions

*Last updated March 28, 2018*



### **1. Where is HR now in the process?**

HR is in the final stages of reviewing employees' prior work experience, which included an additional evaluation of employees' information. HR is now working with the Compensation Advisory Committee to review the data and make recommendations to begin relieving compression.

### **2. Why was there a second evaluation of my prior work experience?**

An additional layer of evaluations was conducted by prior work experience reviewers to ensure all prior work experience was evaluated consistently and accurately. This group of payroll, fiscal and HR staff were trained by HR to review the information. They completed these evaluations March 14-23.

### **3. How can I view my prior work experience?**

Beginning March 28, 2018 employees can view their prior work experience page in PeopleSoft.  
*PeopleSoft > Main Menu > Self Service > Personal Information > Prior Work Experience*

### **4. Will I be able to see my manager's evaluation of my prior work experience?**

Yes.

### **5. What if the manager and prior work experience reviewer's evaluations are different? Who makes the final decision about my work experience?**

Human Resources and managers will work closely to determine an accurate evaluation.

### **6. My manager did not evaluate my experience. Who will be evaluating it?**

A prior work experience reviewer will complete your evaluation if your manager did not do so.

### **7. What do I do if I do not agree with my manager's evaluation.?**

Contact your manager directly about your concerns. Note that a prior work experience reviewer also evaluated your experience to ensure that all prior work experience has been evaluated consistently and accurately.

### **8. My county experience dates and/or job titles are wrong. What do I do?**

Please contact your manager who can work with HR to possibly make corrections.

### **9. What will Human Resources do with the information gathered?**

1. Employees' prior related work experience will be used to determine their vacation leave accrual rate.
2. Prior related experience that is equivalent to an employee's current job will be used to address compression. Human Resources will compare this information to an employee's pay to determine where the compression issues are. Based on this information, they will provide recommendations to begin addressing compression issues to the Compensation Advisory Committee.

### **10. Will I be given a pay increase based on the compression analysis?**

The Compensation Advisory Committee will review the related work experience information. They will make recommendations to the County Council for how to distribute available compression funds and begin addressing compression where it exists.

**11. What is pay compression?**

Pay compression is when employees with significant job experience are paid nearly the same as employees with much less experience in the same job.

**12. What caused Salt Lake County's pay compression issue in the first place?**

Compression is caused by many factors over the course of a number of years by the following.

1. Restrictive and ineffective pay policies and practices
2. Market demands that necessitated paying newly hired, less experienced employees at rates that were very close to salaries of our seasoned, highly experienced employees
3. Outdated salary structures that have now been updated and are reviewed annually

**13. What is vacation leave accrual rate?**

It determines the number of vacation hours you receive per pay period. Beginning January 1, 2018, under [HR Policy 4-200](#) your prior related work experience will be included when determining your vacation leave accrual rate.

**14. When will I be able to see my new vacation accrual?**

Vacation accrual rates will be calculated after the compression analysis is completed and implemented. The rates will go into effect retroactively to January 1, 2018. No employee's vacation accrual rate will be reduced as a result of the new policy.

**15. Are the leave accrual maximums increasing?**

No, vacation accrual maximums are remaining the same for the time being.

**16. Will recently hired employees be included in the compression analysis?**

New employees hired after September 15, 2017 will be included in the compression analysis. Employees hired after January 1, 2018 will not be included in this compression analysis.

**17. What is considered related work experience?**

It is work experience which qualified and prepared you for your current job. The duties and responsibilities were at least 50% the same as your current job.

**18. How do I know which of my previous jobs is equivalent to my current job?**

Equivalent work experience is your previous jobs which are equal to your current job. These jobs required the same or equivalent levels of knowledge, skills and experience as your current job.

**19. Who do I contact if I have questions?**

Angie Pitt  
385-468-7125  
Apitt@slco.org

