

Prior Work Experience & Compression

Frequently Asked Questions

Last updated April 10, 2018



1. Where is HR now in the process, and what are the next steps?

After reviewing the prior work experience information collected from employees, HR and the Total Compensation Advisory Committee made recommendations to the County Council to begin addressing compression. The County Council approved their recommendations on April 10, 2018. HR is finalizing the data collected from employees and will then begin implementing the recommended pay increases. The county will continue to make addressing compression a top priority in the budget.

2. When can employees receiving compression money expect to see changes in their paycheck?

Pay changes are expected to be implemented by the end of May, and will be applied retroactively to January 1, 2018. Employees and managers can expect more detailed information in the coming weeks.

3. How will employees know if they are receiving a base pay increase with the compression funds?

Employees and managers can expect more detailed information in the coming weeks. All pay changes will be applied retroactively to January 1, 2018.

4. What does the approved recommendation include?

The approved recommendation includes distributing 75% of available compression funds to employees with the most significantly compressed salaries. The remaining 25% of available compression funds will be distributed to all employees with compressed salaries.

5. How was the recommendation determined?

The Total Compensation Advisory Committee reviewed the prior work experience data collected from employees to determine where compression exists. They determined the best approach to use available funds to address the most severely compressed salaries. The analysis was completed without reviewing specific individuals, agencies or departments. Instead it calculated how far employees' current salaries are from what their target salaries should be based on their years of equivalent work experience. This process determined where the most severe pay compression is.

6. How many employees were included in the compression analysis?

2,927 employees were included in the compression analysis. This number does not include temporary, sworn and appointed employees.

7. Of the employees included in the compression analysis, how many were determined to have compressed salaries?

The compression analysis found that approximately 2,459 out of the 2,927 included employees have compressed salaries. Of these employees with compressed salaries, an estimated 767 employees were determined to have severely compressed salaries.

8. Which employees are not included in the compression analysis?

All sworn, temporary and appointed employees are not included in this compression analysis. Sworn employees' pay compression will be addressed independently.

9. Are recently hired employees 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.

10. 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.

11. What if I need to make changes to my prior work experience, or I do not agree with how it was evaluated?

No additional changes to prior work experience can be made at this time, and will not be included in this compression analysis. Employees will have the chance to revisit their information as the county continues to work to address compression.

12. How can employees view their prior work experience?

Employees can view their prior work experience and evaluations page in PeopleSoft. No additional changes can be made at this time.

PeopleSoft > Main Menu > Self Service > Personal Information > View Prior Work Experience

13. 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

14. When will employee's related prior work experience be applied to their vacation accrual rate?

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. 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.

16. Are the leave accrual maximums increasing?

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

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?

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