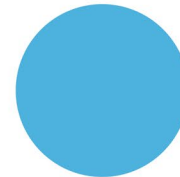


# R2026-02-03 - Ratifying the Final Compensation Structure for District Officers and Administration Employees for the Year 2025



# Mid-Year Job Placement

- R2025-02-03 authorized the Executive Director and the Chief People Officer to place additional jobs in the structure under the following parameters:
  - Addition of a new job that has been authorized by the Board in an approved budget
  - Adjustment of an existing job that has changed more than 50% per Corporate Policy 6.7.2.1
  - Adjustment of an existing job as part of an audit review or as a result of a manager's request to review or appeal under UTA Policy UTA.05.04
- The same methodology used in development of the annual compensation structure was applied to any adjustment completed.



# Summary of Structure Updates in 2025

- Eight jobs were re-evaluated.
- Twenty-three jobs were repurposed to reflect changing agency needs.
- Six jobs were added headcount, approved by the Board of Trustees through the annual budget process or a technical budget adjustment.

