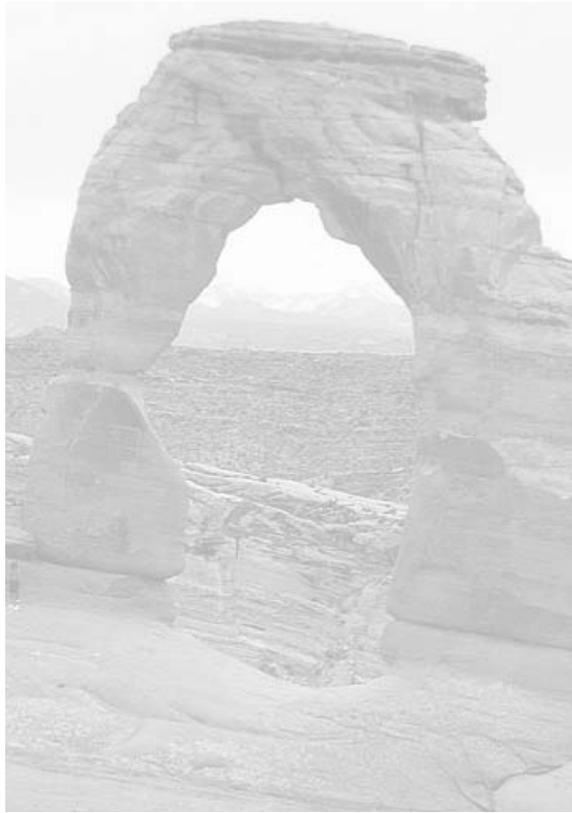


# State of Utah

## Personal Services Summary

- This section shows changes in employee compensation, current benefit rates, and estimated staff levels.





Richard Amon, Analyst

## PERSONAL SERVICES

### Overview

Article VII, Section 18, of the Utah Constitution requires that compensation for the Governor, Lieutenant Governor, State Auditor, State Treasurer, and Attorney General be set by law. Judges and board or commission executives also receive compensation set by law. Section 67-8-5, UCA requires the Legislature to consider the recommendations of the Executive and Judicial Compensation Commission when determining compensation for elected officials and judicial branch officials. Compensation for executive branch appointed executives is set by the Governor within a range calculated by the Department of Human Resource Management (DHRM) as set forth by law.

Section 36-2-2, UCA prescribes the level of compensation paid to members of the Legislature. The salary for members of the Legislature is set beginning January 1st of each odd numbered year based on the amount recommended by the Legislative Compensation Commission in the preceding even-numbered year. The Legislature may reject or lower the Commission's salary

recommendation, but may not increase the salary recommendation.

Public education, higher education, and other state employee compensation are determined by legislative intent and is limited by appropriation.

### Executive and Appointed Offices

Section 67-22-1, UCA fixes the salaries for constitutional offices. After considering the recommendation of the Executive and Judicial Compensation Commission, the Legislature passed House Bill 2, *Executive Compensation Revisions* (D. Clark), and House Bill 304, *State Treasurer Compensation* (D. Clark). House Bill 2 increased the salaries for the constitutional offices by 3.0 percent for FY 2008. House Bill 304 increased the State Treasurer's salary to 95 percent of the Governor's salary. The amounts of the salaries for the constitutional offices are as follows:

### ELECTED STATE OFFICIALS' SALARIES (EXCLUDING LEGISLATORS)

	Current Salary	FY 2008	Percent Increase
Governor	\$104,100	\$107,200	3.0%
Lieutenant Governor	98,900	101,800	3.0
Attorney General	98,900	101,800	3.0
State Auditor	83,500	86,000	3.0
State Treasurer	81,000	101,800	25.7

The Legislature also passed Senate Bill 196, *Executive Compensation Amendments* (Bramble), which revises the statute setting appointed executive salaries (67-22-2, UCA). Previously, the Legislature statutorily set the salary range for each executive in the executive branch and allowed the Governor to set the actual salary from within the established range. Senate Bill 196 eliminates the salary ranges for each appointed executive and replaces them with a single salary range for all appointed executives determined by DHRM.

The minimum salary range for appointed executives is determined by taking the lowest minimum salary of all salary ranges for appointed executives'

deputies. The maximum salary range is determined by taking 105 percent of the highest maximum salary of all salary ranges for appointed executives' deputies. Each year DHRM recommends a compensation plan for appointed executives to the Governor based on market-salary studies. The Governor sets the specific salary for each appointed executive from within the salary range. If the director of the Department of Health is a physician, the Governor sets a salary within the highest physician salary range. Senate Bill 196 also establishes the salary range maximum for board or commission executives at 90 percent of the salary for district judges. The salary ranges for appointed, board, and commission executives are as follows:

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	<b>FY 2008 RANGE</b>
Appointed Executives	\$59,400 - \$140,700
Board and Commission Executives	Not to exceed \$113,265

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## Legislators

Legislators currently receive \$130 per day for each calendar day of the annual general session. In addition, legislators receive \$130 for each day they attend a veto-override session, a special session, a monthly interim meeting, or any other authorized legislative meeting. The President of the Senate and the Speaker of the House each receive an additional \$3,000 per year while the majority and minority leaders of each house receive an additional \$2,000 per year.

Legislators receive benefits similar to those of state employees. The State pays 93 percent of the highest premium for health insurance, 95 percent of the highest premium for dental insurance, and offers optical insurance at the legislator's expense. In addition, the State pays the premium for the basic life insurance coverage of \$25,000. Legislators are also eligible for retirement benefits under the *Governor's and Legislative Service Pension Act* if they have reached age 65 and have served four or more years or have reached age 62 and have served 10 or more years. The retirement benefit is equal to \$10 per month for each year of service.

Medicare supplemental insurance is an additional retirement benefit for legislators who retire after January 1, 1998 and who have reached age 65. To be eligible, retired legislators must have served four years. The portion of the premium that the State pays is determined by the number of years a legislator has served. For each year of legislative service, the State pays 10 percent of the benefit. After 10 years of service the benefit is fully funded. This benefit includes a legislator's spouse.

Compensation for legislative in-session employees is set in House Joint Resolution 5, *Resolution Approving Compensation of In-Session Employees* (Newbold). Employees are paid based on the number of legislative sessions previously worked.

## State Employees

Senate Bill 228, *State Agency and Higher Education Compensation Amendments* (Hillyard), funded the compensation and benefits package for state employees for

FY 2008. The Legislature approved funding for a 3.5 percent cost-of-living adjustment (COLA) for all state employees. In addition, the Legislature also approved ongoing discretionary money for each department to be used by the executive directors to alleviate department-specific compensation problems such as compression and high turnover. The discretionary funding is equivalent to 1.5 percent of employee salaries for each department.

The Legislature funded health insurance and termination pool benefit increases as well as a small decrease in the unemployment insurance benefit rate. Health insurance premiums increased by 10.32 percent for FY 2008 while termination pool benefit rates, which cash out leave when employees retire or terminate, also increased slightly for FY 2008. Premiums for dental insurance remained the same, as did state employee retirement plan contribution rates.

## Public Education and Higher Education

House Bill 160, *Minimum School Program Budget Amendments* (Last), and House Bill 382, *Amendments to Education Funding* (Dee), specify the public education compensation package for local school district employees. The Legislature increased the value of the Weighted Pupil Unit by 4.0 percent, from \$2,417 to \$2,514, for compensation and operating cost increases. In addition, the Legislature funded a teacher base salary increase of \$2,500 and one-time bonuses for teachers and classified school personnel.

Actual salary increases are negotiated in the individual school districts and may vary significantly. Local factors, such as voted leeways, may also affect the actual impact of budget changes. Employees at the Utah State Offices of Education and Rehabilitation are state employees and are covered by the state compensation plan.

The higher education compensation package is included in Senate Bill 228. The Legislature approved funding for a 3.5 percent COLA allowance, discretionary salary funding for each institution, and funding for increases in benefits.

## Judicial Officials

Judicial salaries approved for FY 2008 include a 10 percent cost-of-living adjustment and, under provisions of Section 67-8-2, UCA, are calculated in accordance with statutory formula and rounded to the nearest \$50. Contribution rates for the Judges Non-Contributory retirement plan increased 2.59 percent. The Legislature funded this increase in Senate Bill 228. Salaries for judges for FY 2008 are as follows:

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	<b>Current Salary</b>	<b>FY 2008</b>	<b>Percent Increase</b>
Chief Justice	\$127,850	\$140,650	10.0%
Associate Justice	125,850	138,450	10.0
Appeals Court Justice	120,100	132,150	10.0
District Court Judge	114,400	125,850	10.0
Juvenile Court Judge	114,400	125,850	10.0

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**Table 41**  
**BENEFIT COSTS AND RATES FOR STATE EMPLOYEES**  
 FY 2007 and FY 2008

	FY 2007		FY 2008	
	State	Employee	State	Employee
<b>HEALTH INSURANCE</b>				
PEHP Preferred				
Single Coverage	\$4,125	\$310	\$4,551	\$342
Two Party Coverage	8,506	640	9,384	706
Family Coverage	11,355	855	12,527	943
PEHP Exclusive Care				
Single Coverage	4,043	82	4,460	91
Two Party Coverage	8,336	170	9,196	187
Family Coverage	11,128	227	12,276	250
PEHP Summit Care				
Single Coverage	4,043	82	4,460	91
Two Party Coverage	8,336	170	9,196	187
Family Coverage	11,128	227	12,276	250
<b>DENTAL INSURANCE</b>				
PEHP Traditional				
Single Coverage	525	168	525	168
Two Party Coverage	667	219	667	219
Family Coverage	967	314	967	314
PEHP Preferred				
Single Coverage	525	28	525	28
Two Party Coverage	667	35	667	35
Family Coverage	967	51	967	51
Dental Select				
Single Coverage	468	0	468	0
Two Party Coverage	667	136	667	136
Family Coverage	967	203	967	203
<b>HIGH DEDUCTIBLE HEALTH INSURANCE</b>				
	State		State	
PEHP High Deductible Health Plan	Premium	HSA Contrib.	Premium	HSA Contrib.
Single Coverage	3,393	650	3,810	650
Two Party Coverage	7,036	1,300	7,896	1,300
Family Coverage	9,828	1,300	10,976	1,300

*Continued on next page*

**Table 41 (Continued)**  
**BENEFIT COSTS AND RATES FOR STATE EMPLOYEES**  
 FY 2007 and FY 2008

	FY 2007		FY 2008	
	State	Employee	State	Employee
<i>Continued from previous page</i>				
<b>RETIREMENT</b>				
State Employees (Contributory)	15.73 %	0.00 %	15.73 %	0.00 %
State Employees (Non-Contributory) <sup>(a)</sup>	15.72	0.00	15.72	0.00
Public Safety (Contributory)	27.75	4.54	27.75	4.54
Public Safety (Non-Contributory)	26.75	0.00	26.75	0.00
Judges (Contributory)	7.79	2.00	7.79	2.00
Judges (Non-Contributory)	9.79	0.00	12.38	0.00
Teachers' Insurance and Annuity	14.20	0.00	14.20	0.00
<b>LONG-TERM DISABILITY</b>	0.60 %		0.60 %	
<b>WORKERS' COMPENSATION</b>	0.86 %		0.86 %	
<b>WORKERS' COMPENSATION (UDOT)</b>	2.01 %		2.01 %	
<b>UNEMPLOYMENT INSURANCE</b>	0.13 %		0.10 %	
<b>SOCIAL SECURITY</b>				
Social Security Taxes				
Rate	6.20 %	6.20 %	6.20 %	6.20 %
Ceiling (Estimate)	\$97,500		\$102,900	
Maximum	\$6,045		\$6,380	
Medicare Taxes				
Rate	1.45 %	1.45 %	1.45 %	1.45 %
<b>LIFE INSURANCE</b>	\$40.82		\$40.82	
<b>TERMINATION POOL LABOR ADDITIVE</b>				
General	7.20 %		7.34 %	
Public Safety	15.02		15.71	
Education	6.62		6.90	
Transportation	10.17		10.32	
<b>WORK HOURS</b>		2,080		2,088
<i>(a) Includes employer paid 401(k) contribution of 1.5 percent.</i>				

*Table 41 shows state and employee contributions for state employee benefits.*

Table 42

**FULL-TIME EQUIVALENT STATE EMPLOYEES\***

Including Base FY 2008, Transfers for New Departments, and Appropriations from the 2007 General Session

Agency	Appropriated FTE (FY 2008 Base)	Internal Service Fund FTE (FY 2008 Base)	FY08 FTE Increases - Approved 2007 Session	FTE Transfer between Departments	Final FTE Count for FY08
Administrative Services	161.0	238.5	3.0	0.0	402.5
Agriculture and Food	216.1	0.0	3.5	0.0	219.6
Alcoholic Beverage Control	320.5	0.0	12.0	0.0	332.5
Attorney General	417.3	0.0	0.2	0.0	417.5
Board of Pardons	35.0	0.0	2.0	0.0	37.0
Capitol Preservation Board	4.0	0.0	0.0	0.0	4.0
Career Service Review Board	2.0	0.0	0.0	0.0	2.0
Commerce	255.0	0.0	3.0	(1.0)	257.0
Community and Culture	190.1	0.0	0.0	0.0	190.1
Corrections	2,334.2	0.0	8.0	0.0	2,342.2
Courts	1,243.7	0.0	36.5	0.0	1,280.2
Environmental Quality	403.0	0.0	0.0	0.0	403.0
Financial Institutions	54.0	0.0	0.0	0.0	54.0
Governor's Office	161.5	0.0	0.0	0.0	161.5
Health	1,271.1	0.0	6.8	(255.0)	1,022.9
Human Resource Management	27.5	165.6	0.5	0.0	193.6
Human Services	3,613.5	2.0	30.8	0.0	3,646.3
Insurance	81.0	0.0	6.0	0.0	87.0
Juvenile Justice Services	1,018.1	0.0	4.0	0.0	1,022.1
Labor Commission	110.0	0.0	2.0	0.0	112.0
Legislature	119.0	0.0	0.0	0.0	119.0
National Guard/Veterans' Affairs	215.0	0.0	5.0	0.0	220.0
Natural Resources	1,290.3	2.0	12.8	0.0	1,305.1
Public Ed Board of Ed/Rehab	737.4	8.0	6.7	0.0	752.1
Public Ed School for Deaf/Blind	407.0	0.0	2.8	0.0	409.8
Public Lands Policy Office	9.0	0.0	0.0	0.0	9.0
Public Safety	1,149.0	0.0	30.0	0.0	1,179.0
Public Service Commission	17.0	0.0	0.0	0.0	17.0
Science, Technology, and Research	2.0	0.0	0.0	0.0	2.0
Sports Authority	0.0	0.0	0.5	1.0	1.5
State Auditor	45.0	0.0	2.0	0.0	47.0
Tax Commission	780.5	0.0	0.0	0.0	780.5
Technology Services	20.5	938.0	(5.0)	0.0	953.5
Transportation	1,658.5	0.0	0.0	0.0	1,658.5
Treasurer	27.3	0.0	0.0	0.0	27.3
Trust Lands Administration	62.0	0.0	2.0	0.0	64.0
Workforce Services	1,830.5	0.0	0.0	255.0	2,085.5
<b>Total FTEs:</b>	<b>20,288.6</b>	<b>1,354.1</b>	<b>175.0</b>	<b>0.0</b>	<b>21,817.7</b>

\* FTE counts reflect the best estimates at the conclusion of the 2007 General Session.

Table 42 shows the shift of full-time equivalents (FTEs) from Health to Workforce Services as well as the shift from Commerce to the newly created Sports Authority. The table also shows new FTEs approved in the 2007 General Session.