

State of Utah

Personal Services Summary

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





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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 are 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 Senate Bill 5, *Executive Compensation Revisions* (Bramble). Senate Bill 5 increases compensation for the constitutional offices by two and half percent for FY 2009 and increased the State Auditor's salary to 95 percent of the Governor's salary. The amounts for the salaries for the constitutional offices are as follows:

ELECTED STATE OFFICIALS' SALARIES (EXCLUDING LEGISLATORS)

	Current Salary	FY 2009	Percent Increase
Governor	\$107,200	\$109,900	2.5%
Lieutenant Governor	101,800	104,400	2.5
Attorney General	101,800	104,400	2.5
State Auditor	86,000	104,400	21.4
State Treasurer	101,800	104,400	2.5

Section 67-22-2, UCA prescribes the salary range minimum for appointed executives is determined by taking the lowest minimum salary of all the salary ranges for the appointed executives' deputies. The salary range maximum is determined by taking 105 percent of the highest maximum salary of all the salary ranges for the appointed executives' deputies. Each year DHRM recommends a compensation plan for the 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. The salary range maximum for board or commission executives is determined by taking 90 percent of the salary for district judges. The salary ranges for appointed, board, and commission executives are as follows:

	FY 2009 RANGE
Appointed Executives	\$62,400 - \$147,700
Board and Commission Executives	\$0 - \$118,935

Legislators

The Legislative Compensation Commission (LCC) recommends that legislative daily pay be raised \$10 per day, from \$130 to \$140 for each calendar day of the annual general session, and for each day a legislator attends a veto-override, special session, and for other authorized legislative meetings, including monthly interim meetings. In addition, the LCC recommends that 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 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 Senate Joint Resolution 3, *Resolution Approving Compensation of In-Session Employees* (Bell). Employees are paid based on the number of legislative sessions previously worked.

State Employees

House Bill 4, *State Agency and Higher Education Compensation Amendments* (Bigelow), funded the compen-

sation and benefits package for state employees for FY 2009. The Legislature approved funding for a three percent cost-of-living (COLA) adjustment for state employees. In addition, the Legislature approved funding for a two percent COLA, the cost of which was offset by premium-share changes to certain health insurance plans offered to state employees. Expenditures of these funds is conditioned upon receipt by DHRM of proof that Utah State Retirement Systems has changed Public Employees Health Plan (PEHP) Preferred Care terms so that employer costs for PEHP Preferred Care are equal to employer costs for PEHP Advantage Care and PEHP Summit Care, and so that there are no increases in the premium costs for PEHP Advantage Care and PEHP Summit Care.

The Legislature funded firefighters' retirement plan cost increases, as well as reduced the funding for the cost of workers' compensation premiums. Premiums for dental insurance remained the same.

Public Education and Higher Education

Senate Bill 2, *Minimum School Program Budget Amendments* (Stephenson), specifies the public education compensation package for local school district employees. The Legislature increased the value of the Weighted Pupil Unit by 2.5 percent, from \$2,514 to \$2,577, for compensation and operating cost increases. In addition, the Legislature funded a teacher base salary increase of \$1,700.

The Teacher Salary Supplement Program will begin in FY 2009. Eligible teachers may apply for an annual salary supplement of \$4,100. Applications for the supplement may be obtained on DHRM's website. An eligible teacher means one who: has an assignment to teach a secondary school level mathematics course, integrated science in grades 7 or 8, chemistry, or physics; holds the appropriate endorsement for the assigned course; and has a qualifying educational background.

The Legislature recognizes the added duties and responsibilities to comply with the federal law regulating the education of students with disabilities and the

need to attract and retain qualified special education teachers. Therefore, the Legislature has appropriated stipends to special educators of \$200 per day for up to ten additional working days.

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 House Bill 4, *State Agency and Higher Education Compensation Amendments* (Bigelow). The Legislature approved funding for a two percent COLA allowance, plus funding equivalent to a one percent COLA to be used for discretionary salary increases. They also funded health insurance plan cost increases for higher education employees except those at Snow College, Dixie State College, and the College of Eastern Utah.

The compensation package included in House Bill 4, *State Agency and Higher Education Compensation Amendments* (Bigelow), for Snow College, Dixie State College, and the College of Eastern Utah may be used either for a two percent COLA plus discretionary salary increases equivalent to a one percent COLA plus health insurance plan cost increases, or only for COLAs contingent upon changes in employee health insurance plans consistent with those for state employees.

Judicial Officials

Judicial salaries approved for FY 2009 include a five percent COLA and, under provisions of Section 67-8-2, UCA, are calculated in accordance with statutory formula and rounded to the nearest \$50. Salaries for judges for FY 2009 are as follows:

	Current Salary	FY 2009	Percent Increase
Chief Justice	\$140,450	\$147,350	5.0%
Associate Justice	138,450	145,350	5.0
Appeals Court Justice	132,150	138,750	5.0
District Court Judge	125,850	132,150	5.0
Juvenile Court Judge	125,850	132,150	5.0

The Legislature funded the Judges' retirement plan cost increases in House Bill 4, *State Agency and Higher Education Compensation Amendments* (R. Bigelow).

Table 41
BENEFIT COSTS AND RATES FOR STATE EMPLOYEES
 FY 2008 and FY 2009

	FY 2008		FY 2009	
	State	Employee	State	Employee
HEALTH INSURANCE				
PEHP Preferred				
Single Coverage	\$4,551	\$342	\$4,460	\$1,626
Two Party Coverage	9,384	706	9,196	3,352
Family Coverage	12,527	943	12,276	4,475
PEHP Advantage Care				
Single Coverage	4,460	91	4,460	91
Two Party Coverage	9,196	187	9,196	188
Family Coverage	12,276	250	12,276	251
PEHP Summit Care				
Single Coverage	4,460	91	4,460	91
Two Party Coverage	9,196	187	9,196	188
Family Coverage	12,276	250	12,276	251
DENTAL INSURANCE				
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/Value Care				
Single Coverage	468	0	468	0
Two Party Coverage	667	136	667	136
Family Coverage	967	203	967	203
HIGH DEDUCTIBLE HEALTH INSURANCE				
	State		State	
PEHP High Deductible Health Plan	Premium	HSA Contrib.	Premium	HSA Contrib.
Single Coverage	3,810	650	3,810	650
Two Party Coverage	7,896	1,300	7,896	1,300
Family Coverage	10,976	1,300	10,976	1,300

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Table 41 (Continued)
BENEFIT COSTS AND RATES FOR STATE EMPLOYEES
 FY 2008 and FY 2009

	FY 2008		FY 2009	
	State	Employee	State	Employee
<i>Continued from previous page</i>				
RETIREMENT				
State Employees (Contributory)	15.73 %	0.00 %	15.73 %	0.00 %
State Employees (Non-Contributory) ^(a)	15.72	0.00	15.72	0.00
Public Safety (Contributory)	27.75	4.54	26.00 ^(b)	4.54
Public Safety (Non-Contributory)	26.75	0.00	29.55 ^(b)	0.00
Judges (Contributory)	7.79	2.00	11.51	2.00
Judges (Non-Contributory)	12.38	0.00	13.51	0.00
Teachers' Insurance and Annuity	14.20	0.00	14.20	0.00
LONG-TERM DISABILITY	0.60 %		0.60 %	
WORKERS' COMPENSATION	0.86 %		0.79 %	
WORKERS' COMPENSATION (UDOT)	2.01 %		1.56 %	
UNEMPLOYMENT INSURANCE	0.10 %		0.10 %	
SOCIAL SECURITY				
Social Security Taxes				
Rate	6.20 %	6.20 %	6.20 %	6.20 %
Ceiling (Estimate)	\$100,200		\$104,400	
Maximum	\$6,212		\$6,473	
Medicare Taxes				
Rate	1.45 %	1.45 %	1.45 %	1.45 %
LIFE INSURANCE	\$40.82		\$40.82	
TERMINATION POOL LABOR ADDITIVE				
General	7.34 %		7.34 %	
Public Safety	15.71		15.71	
Education	6.90		6.90	
Transportation	10.32		10.32	
WORK HOURS		2,088		2,088
<i>(a) Includes employer paid 401(k) contribution of 1.5 percent.</i>				
<i>(b) The retirement benefit COLA increase (from 2.5% to 4.0%) took effect January 1, 2009.</i>				

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

Table 42

FULL-TIME EQUIVALENT STATE EMPLOYEES*

Including Base FY 2009, Transfers for New Departments, and Appropriations from the 2008 General Session

Agency	Appropriated FTE (FY 2009 Base)	Internal Service Fund FTE (FY 2009 Base)	FY09 FTE Increases - Approved 2008 Session	Final FTE Count for FY09
Administrative Services	162.0	253.5	13.0	428.5
Agriculture and Food	218.6	0.0	2.0	220.6
Alcoholic Beverage Control	332.5	0.0	0.0	332.5
Attorney General	420.5	0.0	0.0	420.5
Board of Pardons	36.8	0.0	2.0	38.8
Capitol Preservation Board	5.0	0.0	0.0	5.0
Career Service Review Board	2.0	0.0	0.0	2.0
Commerce	257.0	0.0	2.0	259.0
Community and Culture	197.6	0.0	0.0	197.6
Corrections	2,366.7	0.0	78.0	2,444.7
Courts	1,268.2	0.0	7.5	1,275.7
Environmental Quality	403.0	0.0	0.0	403.0
Financial Institutions	54.0	0.0	0.0	54.0
Governor's Office	110.2	0.0	0.0	110.2
Governor's Office of Economic Dev.	63.0	0.0	0.0	63.0
Health	1,045.0	0.0	0.0	1,045.0
Human Resource Management	25.0	164.0	0.0	189.0
Human Services	3,640.7	1.0	20.0	3,661.7
Insurance	87.0	0.0	12.0	99.0
Juvenile Justice Services	1,025.1	0.0	0.0	1,025.1
Labor Commission	112.0	0.0	2.5	114.5
Legislature	123.0	0.0	0.0	123.0
National Guard	210.0	0.0	0.0	210.0
Natural Resources	1,334.7	2.0	27.0	1,363.7
Public Ed Board of Ed/Rehab	731.0	0.0	2.0	733.0
Public Ed School for Deaf/Blind	415.0	0.0	(7.0)	408.0
Public Lands Policy Office	8.0	0.0	0.0	8.0
Public Safety	1,179.0	0.0	24.0	1,203.0
Public Service Commission	17.0	0.0	0.0	17.0
Science, Technology, and Research	29.0	0.0	0.0	29.0
Sports Authority	1.0	0.0	0.0	1.0
State Auditor	47.0	0.0	0.0	47.0
Tax Commission	798.8	0.0	0.0	798.8
Technology Services	20.5	933.0	0.0	953.5
Transportation	1,674.5	0.0	0.0	1,674.5
Treasurer	27.3	0.0	0.0	27.3
Trust Lands Administration	66.0	0.0	2.0	68.0
Veterans' Affairs	11.0	0.0	0.0	11.0
Workforce Services	2,085.5	0.0	0.0	2,085.5
Total FTEs:	20,610.2	1,353.5	187.0	22,150.7

* FTE counts reflect the best estimates at the conclusion of the 2008 General Session.

Table 42 shows new FTEs approved in the 2008 General Session.