

# 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, Utah Code Annotated (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 appointees are determined 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

determined beginning January 1st of each odd-number year and based on the amount recommended by the Legislative Compensation Commission in the preceding even-number year.

The Legislature may reject or reduce 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 did not alter salary ranges. Salaries for the constitutional offices are as follows:

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

	Current Salary	FY 2010	Percent Increase
Governor	\$109,900	\$109,900	0.0%
Lieutenant Governor	104,400	104,400	0.0
Attorney General	104,400	104,400	0.0
State Auditor	104,400	104,400	0.0
State Treasurer	104,400	104,400	0.0

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Section 67-22-2, UCA prescribes the salary range minimum for appointed executives is the lowest minimum salary of all the salary ranges for the appointed executives' deputies. The salary range maximum is 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 determines the salary for each appointed executive, within the salary range. However, if the Executive 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 at 90 percent of the salary for district judges. The salary ranges for appointed, board, and commission executives are as follows:

**APPOINTED OFFICIALS' SALARIES**

	<b>FY 2010 Range</b>
Appointed Executives	\$62,400 - \$147,700
Board and Commission Executives	\$0 - \$118,935

**Legislators**

The Legislative Compensation Commission (LCC) recommended that legislative daily pay be raised \$10 per day, from \$130 to \$140 for each calendar-day of the annual general session, each day a legislator attends a veto-override, special session, and for other authorized legislative meetings, including monthly interim meeting. In addition, the LCC recommended 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.

House Joint Resolution 201, *Joint Resolution Rejecting Salary Increases for Legislators* (Snow), rejects the salary amount recommended by the Legislative Compensation Commission. In addition, House Bill 410, *Legislator Salary Amendments* (Bigelow), reduces the salary for members of the Legislature through calendar year 2010 to \$117 for each calendar day a legislator attends the annual General Session, a veto-override, special session, and for other authorized legislative meetings.

Legislators receive benefits similar to those of state employees. The State pays 95 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 also applies to a legislator's spouse.

**State Employees**

House Joint Resolution 29, *Legislative Direction to the Public Employees' Benefit and Insurance Program* (Dee), directs the Executive Director of DHRM to change the state's contribution for health maintenance organization medical coverage to 95% employer and 5% employee premium share and that

the State's contribution for high deductible medical coverage plans be adjusted proportionally. In addition, the Legislature directs the program and DHRM to formulate benefits for FY 2010 to meet the remaining health care cost increases.

**Public Education and Higher Education**

The legislature did not change the value of the Weighted Pupil Unit at \$2,577 for FY 2010.

Actual salaries 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.

**Judicial Officials**

Under provisions of Section 67-8-2, UCA, salaries for judicial officials for FY 2010 are calculated in accordance with statutory formula and rounded to the nearest \$50. Salaries for judges for FY 2010 remain unchanged from FY 2009:

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**Judicial Officials' Salary**

	<b>Current Salary</b>	<b>FY 2010</b>	<b>Percent Increase</b>
Chief Justice	\$147,350	\$147,350	0.0%
Associate Justice	145,350	145,350	0.0
Appeals Court Justice	138,750	138,750	0.0
District Court Judge	132,150	132,150	0.0
Juvenile Court Judge	132,150	132,150	0.0

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**Table 41**  
**BENEFIT COSTS AND RATES FOR STATE EMPLOYEES**  
 FY 2009 and FY 2010

	FY 2009		FY 2010	
	State	Employee	State	Employee
<b>HEALTH INSURANCE</b>				
PEHP Preferred				
Single Coverage	\$4,460	\$1,626	\$4,460	\$1,626
Two Party Coverage	9,196	3,352	9,196	3,352
Family Coverage	12,276	4,475	12,276	4,475
PEHP Advantage Care				
Single Coverage	4,460	91	4,460	235
Two Party Coverage	9,196	188	9,196	484
Family Coverage	12,276	251	12,276	646
PEHP Summit Care				
Single Coverage	4,460	91	4,460	235
Two Party Coverage	9,196	188	9,196	484
Family Coverage	12,276	251	12,276	646
<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
Value Care				
Single Coverage	468	0	520	0
Two Party Coverage	667	136	667	209
Family Coverage	967	203	967	294
<b>HIGH DEDUCTIBLE HEALTH INSURANCE</b>				
	State			
	Premium	HSA Contrib.	State <sup>(a)</sup>	Employee
PEHP Preferred High Deductible Health Plan				
Single Coverage	3,810	650	4,460	1,151
Two Party Coverage	7,896	1,300	9,196	2,317
Family Coverage	10,976	1,300	12,276	2,483
PEHP Advantage/Summit High Deductible Health Plan <sup>(b)</sup>				
Single Coverage			4,460	0
Two Party Coverage			9,196	0
Family Coverage			12,276	0

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**Table 41 (Continued)**  
**BENEFIT COSTS AND RATES FOR STATE EMPLOYEES**  
 FY 2009 and FY 2010

	FY 2009		FY 2010	
	State	Employee	State	Employee
<b>RETIREMENT</b>				
State Employees (Contributory)	15.73 %	0.00 %	15.73 %	0.00 %
State Employees (Non-Contributory)	15.72	0.00	15.72	0.00
Public Safety (Contributory)	26.00	4.54	26.76	4.54
Public Safety (Non-Contributory)	29.55	0.00	30.18	0.00
Judges (Contributory)	11.51	2.00	15.09	2.00
Judges (Non-Contributory)	13.51	0.00	17.09	0.00
<b>LONG-TERM DISABILITY</b>	0.60 %		0.60 %	
<b>WORKERS' COMPENSATION</b>	0.79 %		0.70 %	
<b>WORKERS' COMPENSATION (UDOT)</b>	1.56 %		1.25 %	
<b>UNEMPLOYMENT INSURANCE</b>	0.10 %		0.10 %	
<b>SOCIAL SECURITY</b>				
Social Security Taxes				
Rate	6.20 %	6.20 %	6.20 %	6.20 %
Ceiling (Estimate)	\$104,600		\$108,700	
Maximum	\$6,485		\$6,739	
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	7.34 %		7.34 %	
Public Safety	15.71		15.71	
Education	6.90		6.90	
Transportation	10.32		10.32	
<b>WORK HOURS (Based on 4/10s Monday - Thursday)</b>		2,088		2,090
<p>(a) Employer annual amount includes employer paid HAS of \$1,170 (Single) and \$2,340 (Double and Family) for the high deductible.</p> <p>(b) A PEHP advantage/summit high deductible health plan is available in FY 2010.</p>				
<i>Continued from previous page</i>				

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

**Table 42**  
**FULL-TIME EQUIVALENT STATE EMPLOYEES\***  
 FY 2010 Base, Transfers for New Departments, and Appropriations  
 From the 2009 General Session

Agency	Appropriated FTE (FY 2010 Base)	Internal Service Fund FTE (FY 2010 Base)	FY10 FTE Increases - Approved 2009 Session	Final FTE Count for FY10
Administrative Services	159.5	257.5	(8.3)	408.8
Agriculture and Food	203.6	0.0	0.0	203.6
Alcoholic Beverage Control	332.5	0.0	55.0	387.5
Attorney General	417.5	0.0	(10.5)	407.0
Board of Pardons	37.3	0.0	(1.2)	36.1
Capitol Preservation Board	9.0	0.0	0.0	9.0
Career Service Review Board	2.0	0.0	0.0	2.0
Commerce	257.0	0.0	(6.0)	251.0
Community and Culture	215.2	0.0	(10.5)	204.7
Corrections	2,408.3	0.0	(113.5)	2,294.8
Courts	1,257.1	0.0	(44.5)	1,212.6
Environmental Quality	403.0	0.0	(17.0)	386.0
Financial Institutions	54.0	0.0	(4.0)	50.0
Governor's Office	108.2	0.0	0.0	108.2
Governor's Office of Economic Dev.	67.5	0.0	(2.0)	65.5
Health	1,025.5	0.0	(25.5)	1,000.0
Human Resource Management	26.0	158.0	(1.5)	182.5
Human Services	3,605.0	1.0	(106.5)	3,499.5
Insurance	87.0	0.0	(9.0)	78.0
Juvenile Justice Services	1,001.1	0.0	(13.0)	988.1
Labor Commission	112.0	0.0	0.0	112.0
Legislature	123.0	0.0	0.0	123.0
National Guard	210.0	0.0	(1.0)	209.0
Natural Resources	1,344.7	2.0	(6.4)	1,340.3
Public Ed Board of Ed/Rehab	698.0	46.0	(13.0)	731.0
Public Ed School for Deaf/Blind	427.0	0.0	(24.5)	402.5
Public Lands Policy Office	8.0	0.0	0.0	8.0
Public Safety	1,186.0	0.0	(37.0)	1,149.0
Public Service Commission	17.0	0.0	0.0	17.0
Science, Technology, and Research	26.0	0.0	(13.0)	13.0
Sports Authority	1.0	0.0	0.0	1.0
State Auditor	47.0	0.0	(3.8)	43.2
Tax Commission	763.5	0.0	(15.5)	748.0
Technology Services	21.5	933.0	(34.0)	920.5
Transportation	1,674.5	0.0	0.0	1,674.5
Treasurer	27.3	0.0	0.0	27.3
Trust Lands Administration	68.0	0.0	0.0	68.0
Veterans' Affairs	11.0	0.0	0.0	11.0
Workforce Services	2,085.5	0.0	(5.0)	2,080.5
<b>Total FTEs:</b>	<b>20,527.3</b>	<b>1,397.5</b>	<b>(471.2)</b>	<b>21,453.7</b>

\* FTE counts reflect estimates at the conclusion of the 2009 General Session.