

State of Utah

Personnel Services Summary

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



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PERSONNEL 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. UCA Section 67-8-5 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 is determined by the Governor within a range calculated by the Department of Human Resource Management (DHRM), as set forth by law.

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

UCA Section 36-2-2 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 (LCC) in the preceding even-number year. The legislature may accept, reject, or lower the LCC's salary recommendation, but may not increase the salary recommendation. If the legislature does not act, they have by law accepted the LCC's recommendations.

Executive and Appointed Officials

UCA Section 67-22-1 fixes the salaries for constitutional offices. The Executive and Judicial Compensation Commission recommended that the existing salary structure be maintained. The salaries are based on the salary of the Governor with the other officials receiving a salary equal to 95 percent of the Governor's salary. After considering the recommendations of the Executive and Judicial Compensation Commission, the legislature did not alter salary ranges. Salaries for the constitutional offices are as follows:

ELECTED OFFICIALS' SALARIES

	Current Salary	FY 2012	Percent Adjustment
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

Each year the Department of Human Resource Management (DHRM) recommends to the Governor a compensation plan for the appointed executives and the board or commissions executives based on market salary studies conducted by DHRM.

UCA Section 67-22-2 prescribes that DHRM shall determine the salary range for the appointed executives by identifying the salary range assigned to the appointed executive's deputy. The lowest minimum salary from those deputies' salary ranges are designated as the minimum salary for the appointed executive salary ranges and 105 percent of the highest maximum salary range from those deputies' salary ranges is designated as the maximum salary for the appointed executives' salary range.

Each year DHRM recommends a compensation plan for the appointed executives and the board or commission executives to the Governor, based on market salary studies. The Governor determines the salary for each appointed executive, within the salary range. However, the Governor is permitted to establish a salary for the executive director of the Department of Health that distinguishes between a physician or non-physician executive director. If the Executive Director of the Department of Health is a physician, the Governor shall establish a salary within the highest physician salary range established by DHRM. 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

	FY 2012 Range
Appointed Executives	\$67,642 - \$160,222
Board and Commission Executives	\$0 - \$118,935

State Employees

House Joint Resolution 46, *Joint Resolution on State Health Insurance* (Dee), directs the Public Employees Health Program (PEHP) and DHRM to change the current employer premium share for health maintenance organization medical coverage to 90 percent employer and 10 percent employee premium share and adjust other plans proportionally effective July 1, 2011.

For FY 2012, the legislature directs PEHP to not increase the dental plan combined premiums for employers and employees. In addition, for FY 2012 the legislature further directs PEHP to decrease the overall combined premiums for employers and employees by two percent. Before July 2012, the legislature directs PEHP to adjust its costs in a way that revenues are sufficient to cover costs, draw down its reserves as necessary, and maintain the medical benefit structure in plans as grandfathered plans under federal law for FY 2012.

Public Education and Higher Education

Employees of the Utah State Offices of Education, Rehabilitation, and Higher Education are state employees and participate in state compensation and benefits plans. Employees of public schools and higher education institutions participate in state benefits programs; but compensation is set by school districts and higher education institutions. 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.

The Legislature increased the value of the Weighted Pupil Unit from \$2,577 in FY 2011 to \$2,816 in FY 2012.

Legislators

In the 2010 General Session, the Legislative Compensation Commission (LCC) recommended that legislative daily pay be raised to \$130 from \$117 for each calendar day that the legislator attends the annual general session, a veto-override session, a special session, and an authorized legislative meeting.

House Bill 287, *Legislator Salary Amendments* (Litvack) rejected the increases recommended and allowed the LCC to issue a revised report after March 11, 2010. The LCC issued a revised report with recommendations for legislative salary contingent upon action being taken by the legislature. The legislature did not act and therefore by law accepted the LCC's recommendations contained in the last report issued by the commission in the preceding even-numbered year.

The salary for a member of the legislature through calendar year 2011 is \$117 per day that the legislator attends the annual general session, a veto-override session, a special session, or an authorized legislative 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.

Legislators receive benefits similar to those of state employees. Legislators may choose to participate in individual, two party, or family coverage and the State will pay 90 percent of the premium for health, 95 percent of the premium for dental, and offers optical insurance at the legislator's expense. In addition, the State pays the full premium for basic life insurance coverage of \$25,000 for each legislator who enrolls in the program.

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 (beyond the minimum requirement of four years), the state pays 10 percent of the benefit, with full premium paid for 10 or more years of service. Legislators who retire prior to age 65 may apply for this benefit if they maintain Public Employee Health Insurance (PEHP) health insurance coverage at their own expense until they are eligible to apply. This benefit also applies to a legislator's spouse.

Legislators in office before July 1, 2011 are eligible for retirement benefits as established by the *Governor's and Legislator's Retirement Act*. Legislators are eligible for these retirement benefits if they have reached age 65 and have served four or more years or have reached age 62 and have served ten or more years. The retirement benefit is equal to \$10 per month, increased semiannually up to two percent based on the Consumer Price Index, for each year of service as a legislator. The amount as of July 1, 2010 is \$27.20. An additional \$3.50 per month for each year of service, is payable to members of this plan before March 1, 2000.

Due to changed retirement benefits and the creation of two tiers for retirement systems and plans, legislators entering office on or after July 1, 2011 will receive Tier II retirement benefits that include only the defined contribution option.

Judicial Officials

UCA Section 67-8-2 establishes judicial officials' salaries in accordance with a statutory formula. The Executive and Judicial Compensation Commission recommended that the judicial salary levels be maintained. The salaries are approved for FY 2012 and rounded to the nearest \$50 and are listed below.

JUDICIAL OFFICIALS' SALARIES			
	Current Salary	FY 2012	Percent Adjustment
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

Table 44
BENEFIT COSTS AND RATES FOR STATE EMPLOYEES
 FY 2011 and FY 2012

	FY 2011		FY 2012	
	Employer	Employee	Employer	Employee
HEALTH INSURANCE				
PEHP Preferred Care				
Single Coverage	\$4,727	\$1,723	\$4,389	\$2,030
Two Party Coverage	9,747	3,553	9,050	4,184
Family Coverage	13,013	4,743	12,081	5,586
PEHP Advantage Care				
Single Coverage	4,727	249	4,389	488
Two Party Coverage	9,747	513	9,050	1,005
Family Coverage	13,013	685	12,081	1,342
PEHP Summit Care				
Single Coverage	4,727	249	4,389	488
Two Party Coverage	9,747	513	9,050	1,005
Family Coverage	13,013	685	12,081	1,342
HIGH DEDUCTIBLE HEALTH INSURANCE				
PEHP Preferred High Deductible Health Plan				
Single Coverage	4,727 <i>(a)</i>	1,220	4,389 <i>(b)</i>	1,432
Two Party Coverage	9,747 <i>(a)</i>	2,456	9,050 <i>(b)</i>	2,952
Family Coverage	13,013 <i>(a)</i>	2,632	12,081 <i>(b)</i>	3,941
PEHP Advantage/Summit High Deductible Health Plan				
Single Coverage	4,727 <i>(a)</i>	0	4,389 <i>(b)</i>	0
Two Party Coverage	9,747 <i>(a)</i>	0	9,050 <i>(b)</i>	0
Family Coverage	13,013 <i>(a)</i>	0	12,081 <i>(b)</i>	0
DENTAL INSURANCE				
PEHP Traditional				
Single Coverage	525	168	525	168
Two Party Coverage	667	219	667	219
Family Coverage	967	314	966	314
PEHP Preferred Choice				
Single Coverage	525	28	525	28
Two Party Coverage	667	35	667	35
Family Coverage	967	51	966	51
Regence Expressions				
Single Coverage	525	36	505	0
Two Party Coverage	667	278	667	199
Family Coverage	967	396	966	295
RETIREMENT - TIER I				
State Employees (Contributory)	17.83 %	0.00 %	18.37 %	0.00 %
State Employees (Noncontributory) <i>(c)</i>	17.82	0.00	18.36	0.00
Public Safety (Contributory)	29.43	4.54	30.63	4.54
Public Safety (Noncontributory)	32.75	0.00	34.12	0.00
Firefighters	16.77	0.00	15.55	0.00
Judges (Noncontributory)	23.72	0.00	25.82	0.00

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Table 44 (Continued)
BENEFIT COSTS AND RATES FOR STATE EMPLOYEES
 FY 2011 and FY 2012

	FY 2011		FY 2012	
	Employer	Employee	Employer	Employee
Retirees rehired before 7/1/10 - paid into 401(k):				
State Employees Noncontributory system	11.87 %		11.86 %	
Public Safety Noncontributory system	22.90		22.70	
Retirees rehired after 6/30/10 - paid into retirement system:				
State Employees Noncontributory system	4.45		5.00	
Public Safety Noncontributory system	9.85		11.42	
RETIREMENT - TIER II				
Hybrid Defined Benefit (all plans are under the cap):				
Public Employees <i>(includes 2.41% to 401(k))</i>			15.15	
Public Safety <i>(includes 1.55% to 401(k))</i>			23.61	
Firefighters <i>(includes 1.55% to 401(k))</i>			12.19	
Defined Contribution Only:				
Public Employees <i>(10% to 401(k))</i>			15.15	
Public Safety <i>(12% to 401(k))</i>			23.61	
Firefighters <i>(12% to 401(k))</i>			12.19	
LONG-TERM DISABILITY	0.60 %		0.60 %	
WORKERS' COMPENSATION	0.70 %		0.70 %	
WORKERS' COMPENSATION (UDOT)	1.25 %		1.25 %	
UNEMPLOYMENT INSURANCE	0.20 %		0.20 %	
SOCIAL SECURITY				
Social Security Tax				
Rate	6.20 %	4.20 %	6.20 %	6.20 %
Ceiling (Estimate)	\$106,800		\$107,300	
Maximum	\$6,622		\$6,653	
MEDICARE TAX RATE	1.45 %	1.45 %	1.45 %	1.45 %
LIFE INSURANCE	\$36.66		\$36.66	
TERMINATION POOL LABOR ADDITIVE				
General	5.20 %		5.20 %	
Public Safety	9.00		9.00	
Education	4.50		4.50	
Transportation	7.90		7.90	
WORK HOURS (Based on 4/10s Monday - Thursday)		2,090		2,080
<i>(a) Employer annual amount includes contribution to employee's Health Savings Account (HSA) of \$1,170 (Single) and \$2,340 (Two Party and Family).</i>				
<i>(b) Employer annual amount includes contribution to employee's HSA of \$844 (Single) and \$1,689 (Two Party and Family). Additionally, first-time enrollees receive a pro-rated, front-loaded contribution of \$844 (Single) and \$1,689 (Two Party and Family).</i>				
<i>(c) Includes employer paid 401(k) contribution of 1.5 percent.</i>				
<i>Continued from previous page</i>				

Table 44 shows state and employee contributions for state employee benefits.

Table 45
FULL-TIME EQUIVALENT STATE EMPLOYEES*

Agency	Appropriated FTE (FY 2012 Base)	Internal Service Fund FTE (FY 2012 Base)	FY 2012 FTE Adjustments - Approved 2011 Session	Final FTE Count for FY 2012
Administrative Services	146.7	267.5	2.4	416.6
Agriculture and Food	202.6	0.0	0.0	202.6
Alcoholic Beverage Control	387.5	0.0	(56.0)	331.5
Attorney General	422.5	0.0	3.0	425.5
Board of Pardons	36.2	0.0	(0.5)	35.7
Capitol Preservation Board	4.7	0.0	0.0	4.7
Career Service Review Office	2.0	0.0	0.0	2.0
Commerce	250.5	0.0	4.0	254.5
Community and Culture	237.3	0.0	(9.5)	227.8
Corrections	2,282.6	0.0	11.0	2,293.6
Courts	1,178.1	0.0	(17.0)	1,161.1
Environmental Quality	368.6	0.0	(2.0)	366.6
Financial Institutions	55.0	0.0	0.0	55.0
Governor's Office	109.6	0.0	24.2	133.8
Governor's Office of Economic Dev.	60.5	0.0	(0.5)	60.0
Health	990.3	0.0	(36.7)	953.6
Human Resource Management	17.0	143.8	0.0	160.8
Human Services	3,263.2	0.0	(146.6)	3,116.6
Insurance	81.0	0.0	1.0	82.0
Juvenile Justice Services	953.5	0.0	(34.0)	919.5
Labor Commission	111.6	0.0	0.0	111.6
Legislature	116.3	0.0	5.0	121.3
National Guard	194.0	0.0	0.0	194.0
Natural Resources	1,192.7	2.0	(25.0)	1,169.7
Public Lands Policy Office	9.0	0.0	0.0	9.0
Public Safety	1,280.0	0.0	(13.0)	1,267.0
Public Service Commission	21.0	0.0	0.0	21.0
Science, Technology, and Research	23.5	0.0	(6.5)	17.0
State Auditor	44.4	0.0	0.0	44.4
State Office of Rehabilitation	502.9	0.0	(3.0)	499.9
State School Board	653.8	0.0	(7.0)	646.8
Tax Commission	756.8	0.0	(5.5)	751.3
Technology Services	24.0	847.0	0.0	871.0
Transportation	1,640.0	0.0	0.0	1,640.0
Treasurer	25.5	0.0	0.0	25.5
Trust Lands Administration	71.0	0.0	0.0	71.0
Veterans' Affairs	13.8	0.0	0.0	13.8
Workforce Services	2,192.8	0.0	(125.0)	2,067.8
Total FTEs	19,922.5	1,260.3	(437.2)	20,745.6

* FTE counts reflect the best estimates at the conclusion of the 2011 General Session.