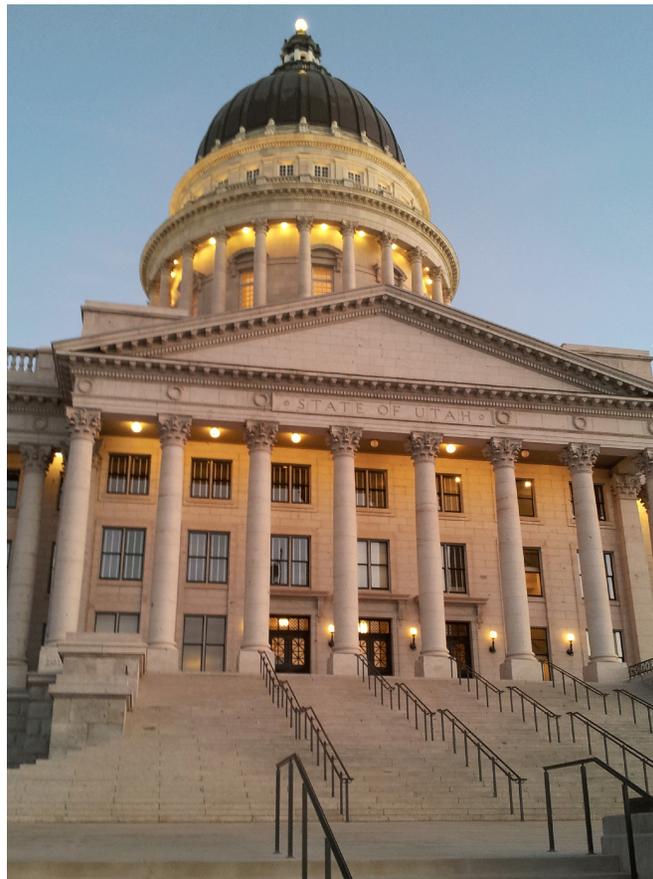


2012 State Employee* Compensation Briefing

Retirement and Independent Entities Interim Committee
November 14, 2012



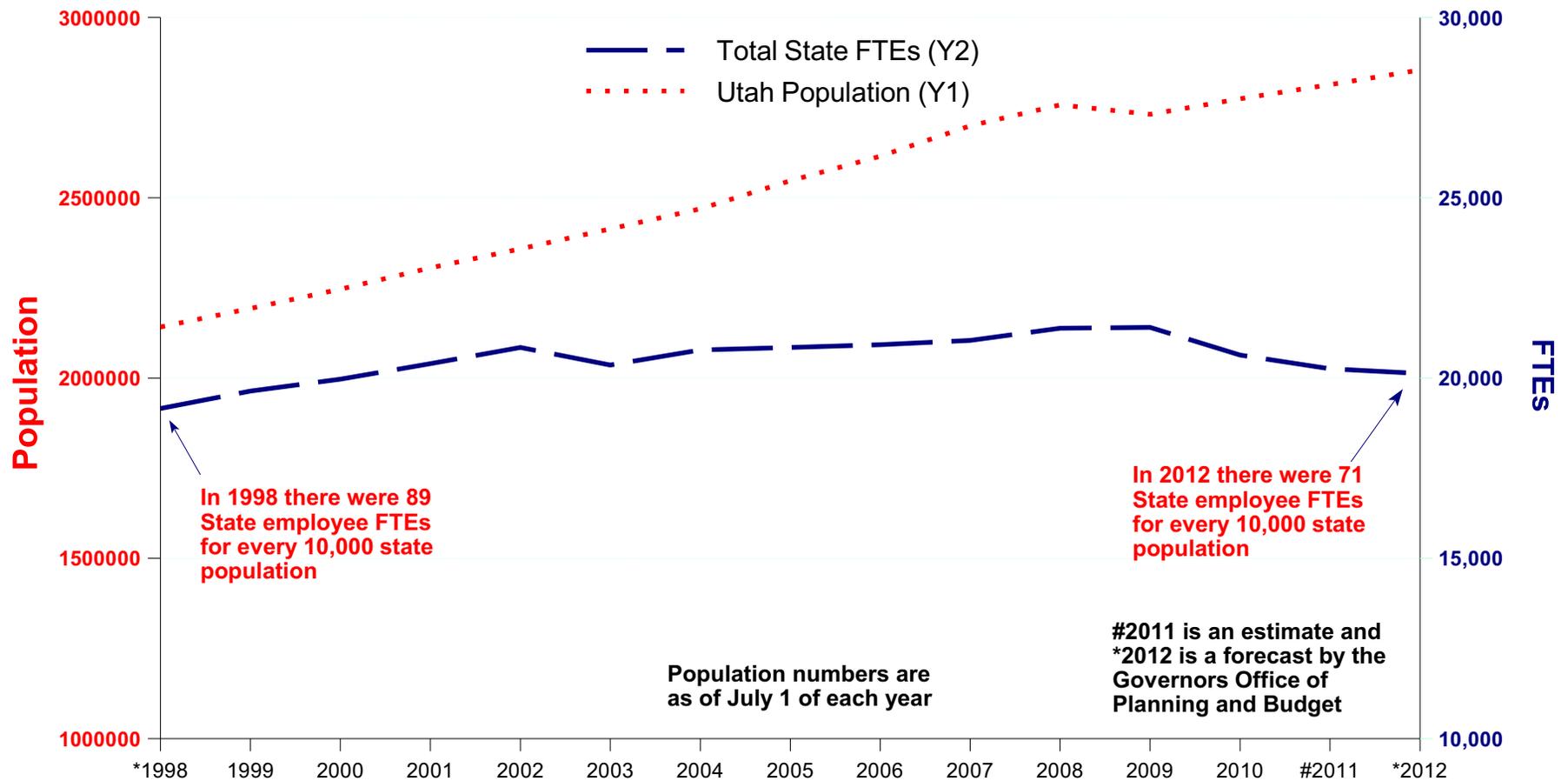
Prepared by the Office of Legislative Research and General Counsel

*'State employee' does not include a
public or higher-education employee



State Population Growth vs. State Employee Count

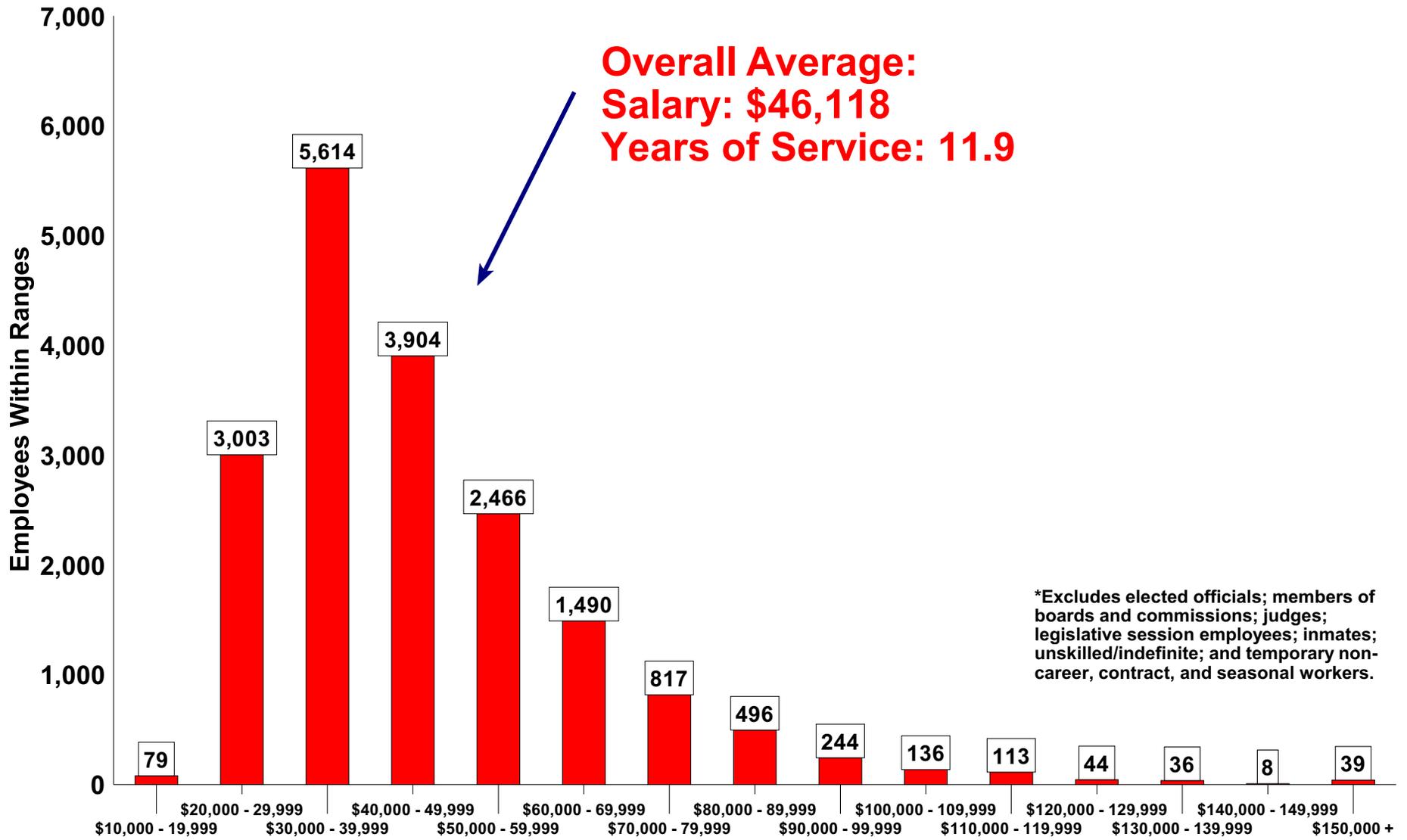
15-year FTE (Full-time Equivalent) Growth-rate Comparison



Source: Division of Finance, August 31, 2012; Office of Planning and Budget, <http://www.governor.utah.gov/dea>

State Employee Annual Salary Distribution

FY 2013 -- 18,489 Total Employees*

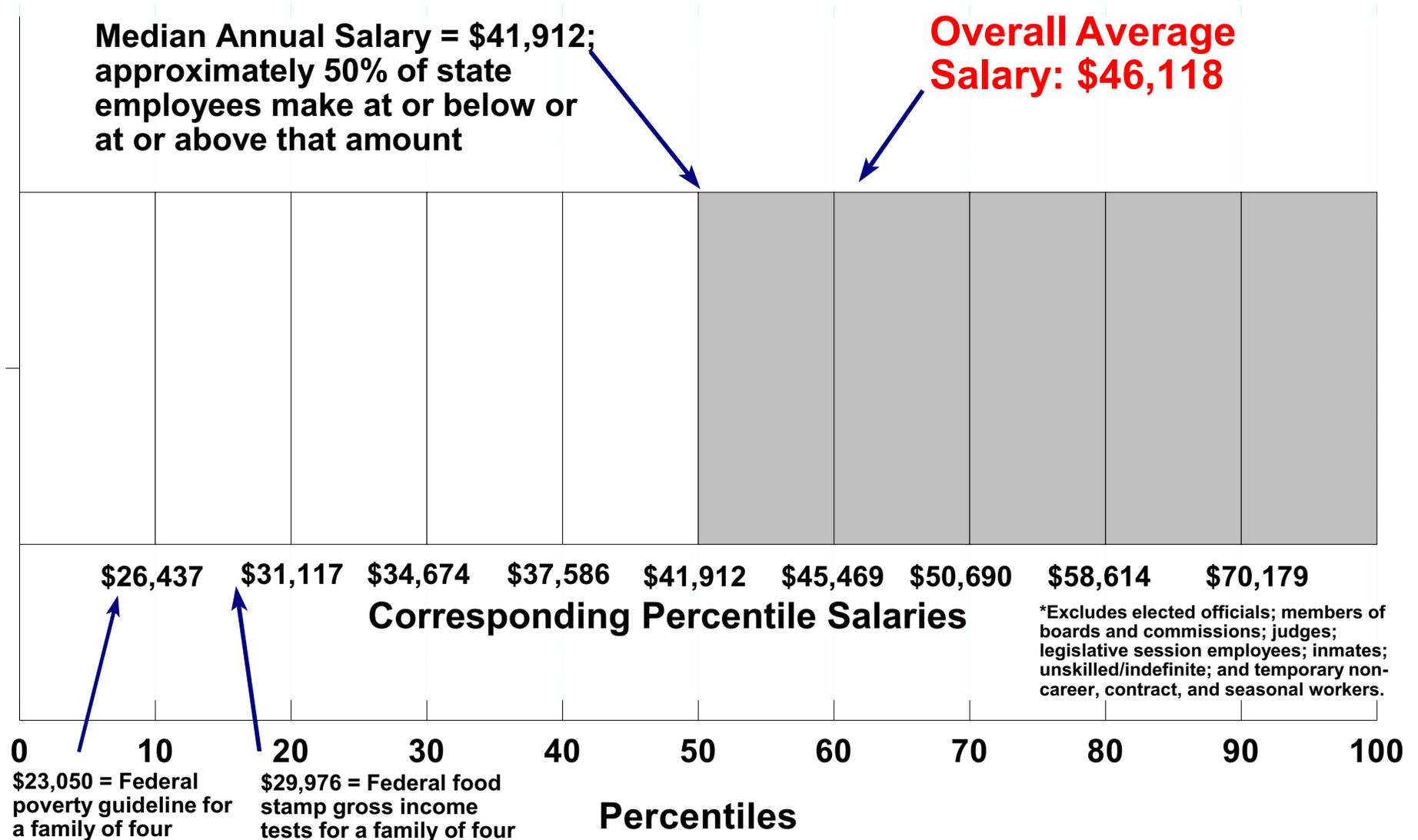


Source: Department of Human Resource Management, September 12, 2012



State Employee Annual Salary Percentile Distribution

FY 2013 -- 18,489 Total Employees*



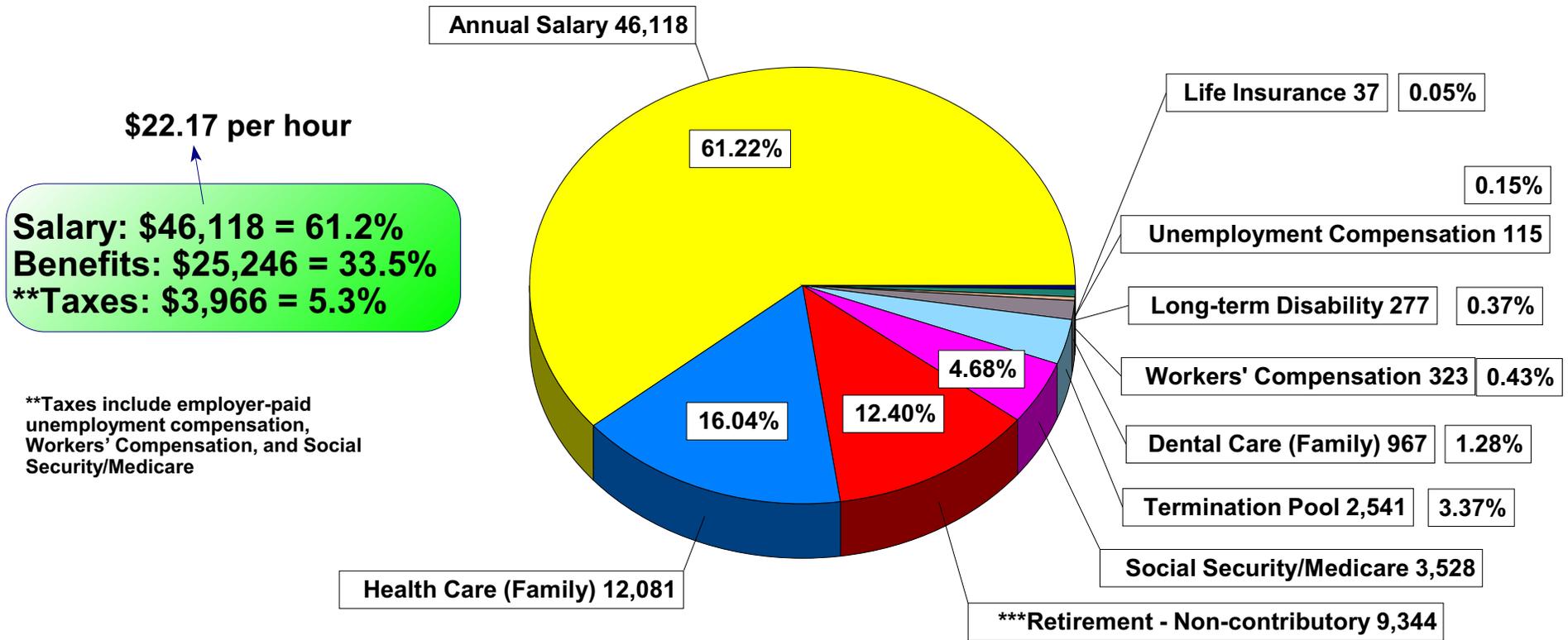
Source: Based on data obtained from the Department of Human Resource Management, September 12, 2012; U.S. Department of Health and Human Services; and U.S. Department of Agriculture, Food, and Nutrition Service, October 2012



State-paid Cost of Compensation for a State Employee with the State Employee Average Salary

Total Annual Cost: \$75,330

FY 2013



\$22.17 per hour

Salary: \$46,118 = 61.2%
Benefits: \$25,246 = 33.5%
****Taxes: \$3,966 = 5.3%**

**Taxes include employer-paid unemployment compensation, Workers' Compensation, and Social Security/Medicare

*Excludes elected officials; members of boards and commissions; judges; legislative session employees; inmates; unskilled/indefinite; and temporary non-career, contract, and seasonal workers.

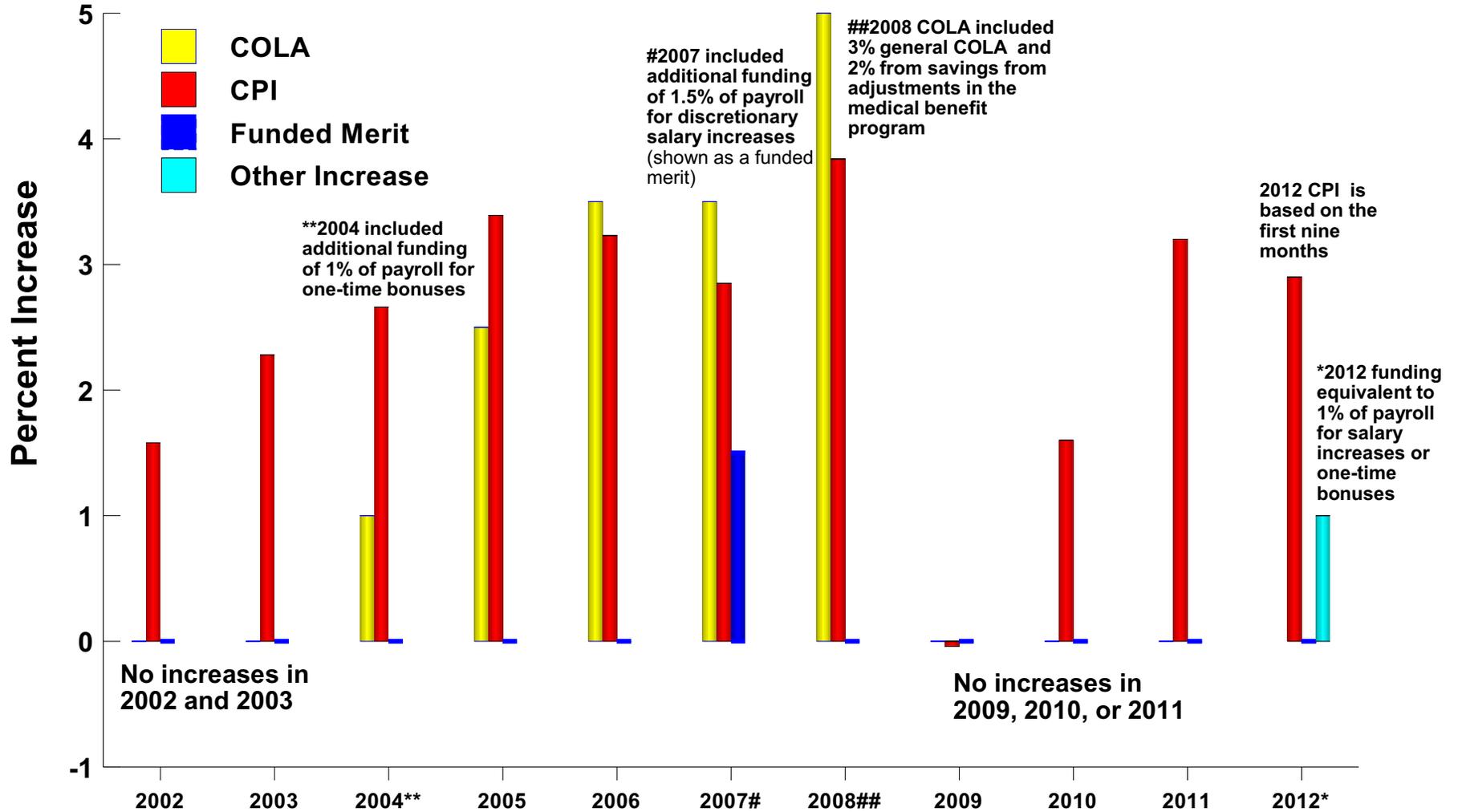
***Retirement costs includes a 1.5% of salary into a defined contribution account

Source: Department of Human Resource Management, September 12, 2012; Division of Finance, 2012



Salary Increase History – State Employees

Cost of Living, Funded Merit, and the Consumer Price Index
Shown By Calendar Year Passed (effective for next Fiscal Year)



Source: Department of Human Resource Management, September 2012, and U.S. Department of Labor for CPI (All Urban Consumers)

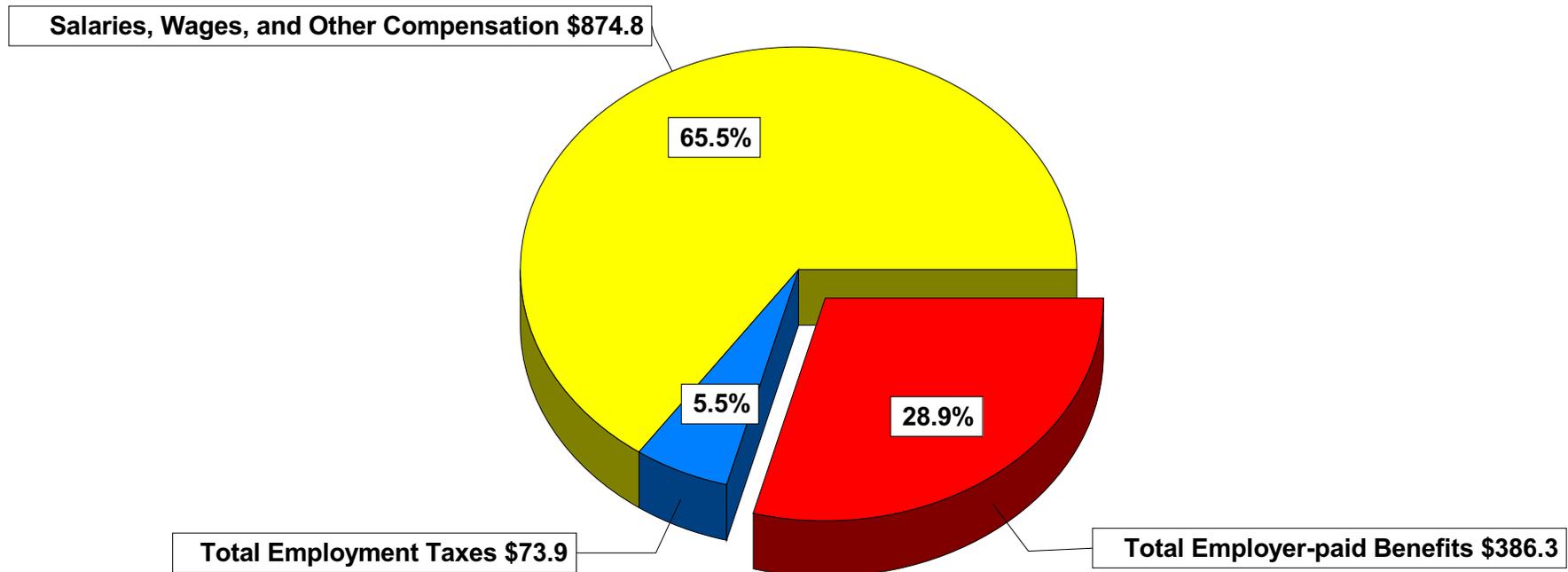
MCA (Market Comparability Adjustments) were also funded in '02, '04, and '05



State-paid Costs for State Employee Compensation

Annual Average Expenditure = \$1,335 (in millions)

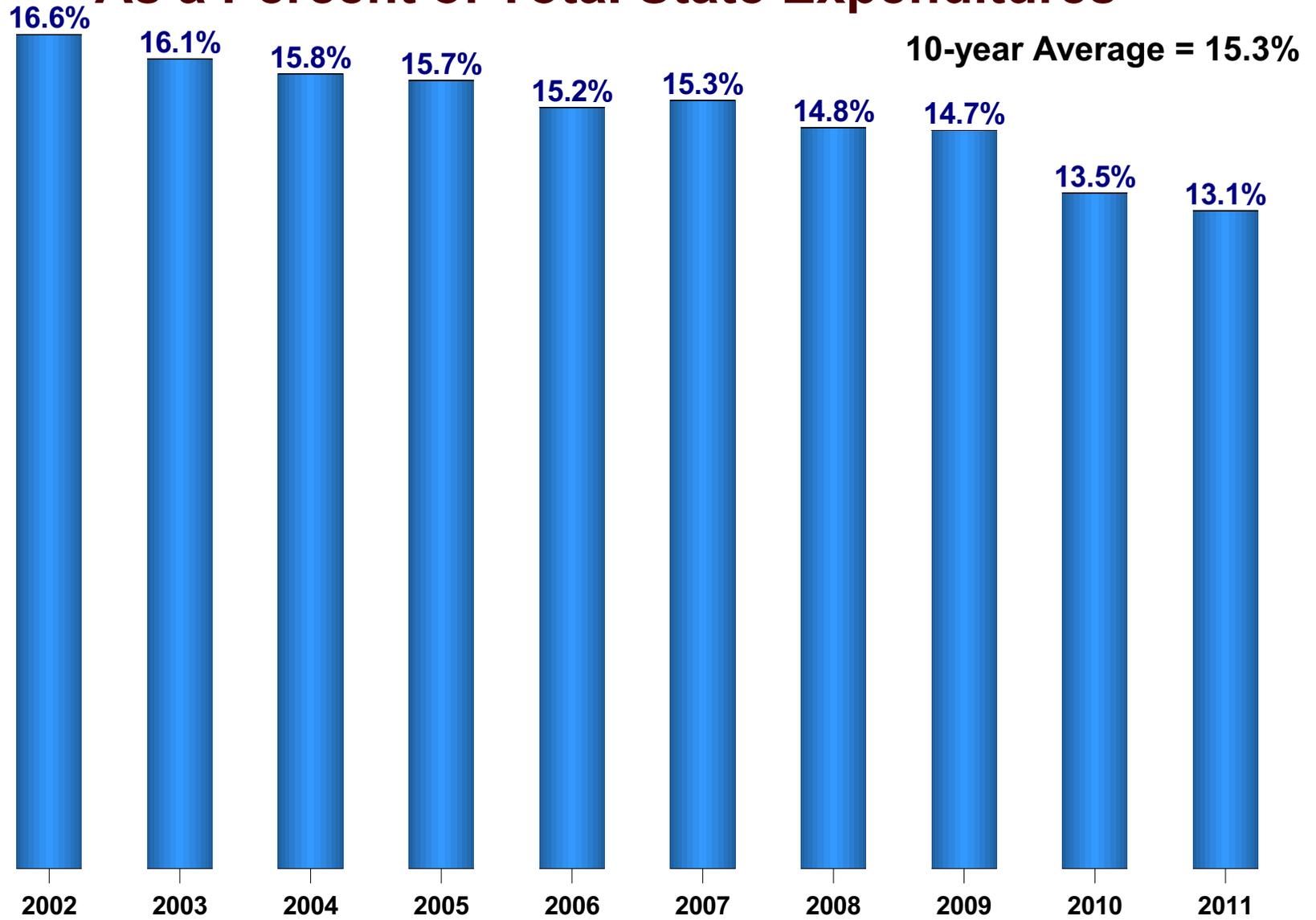
10-year Average 2003 - 2012



Source: Division of Finance, August 31, 2012

State Employee Cost of Compensation

As a Percent of Total State Expenditures



Source: Division of Finance, August 31, 2012

Fiscal Year

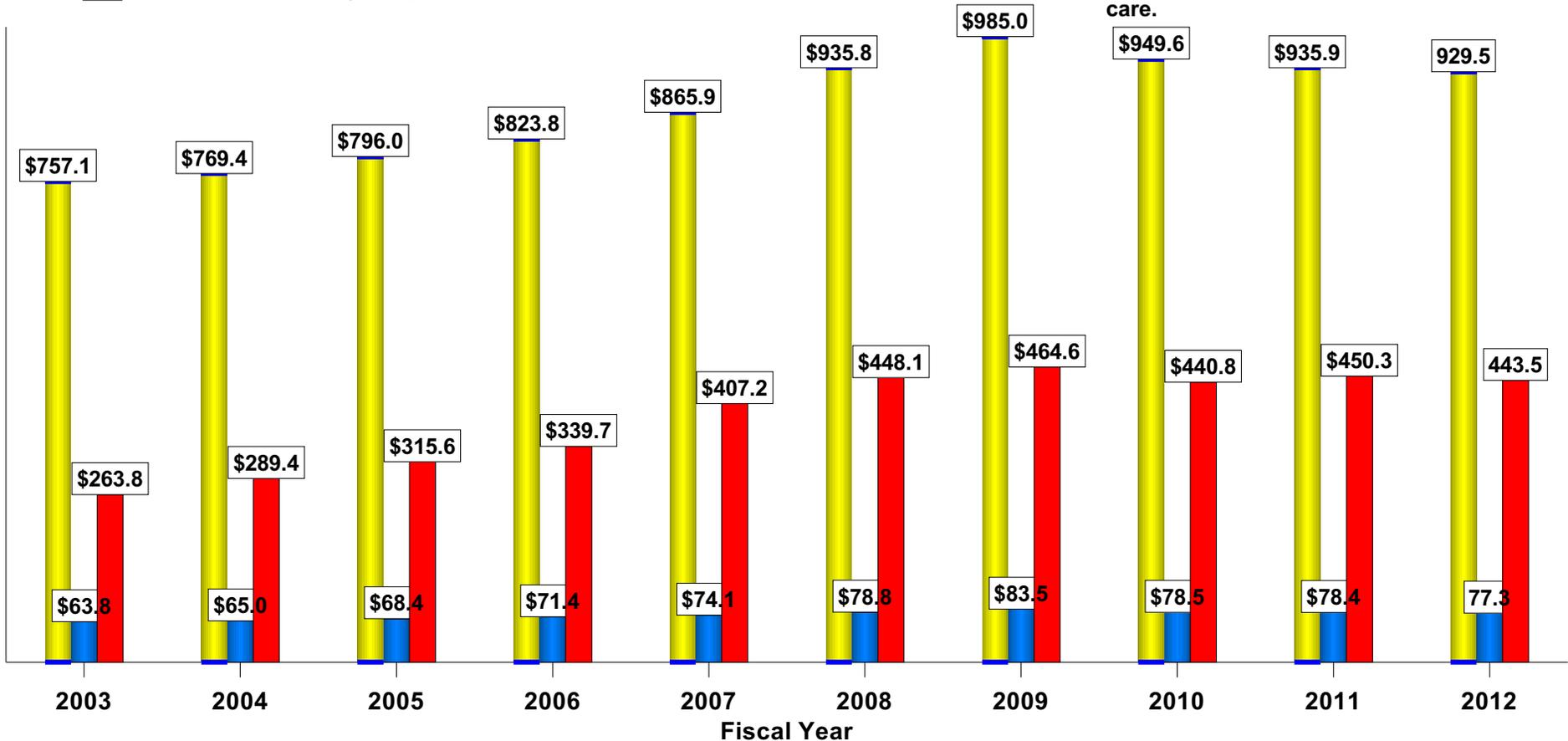


State-paid Cost for State Employee Compensation

10-Year History (in millions)

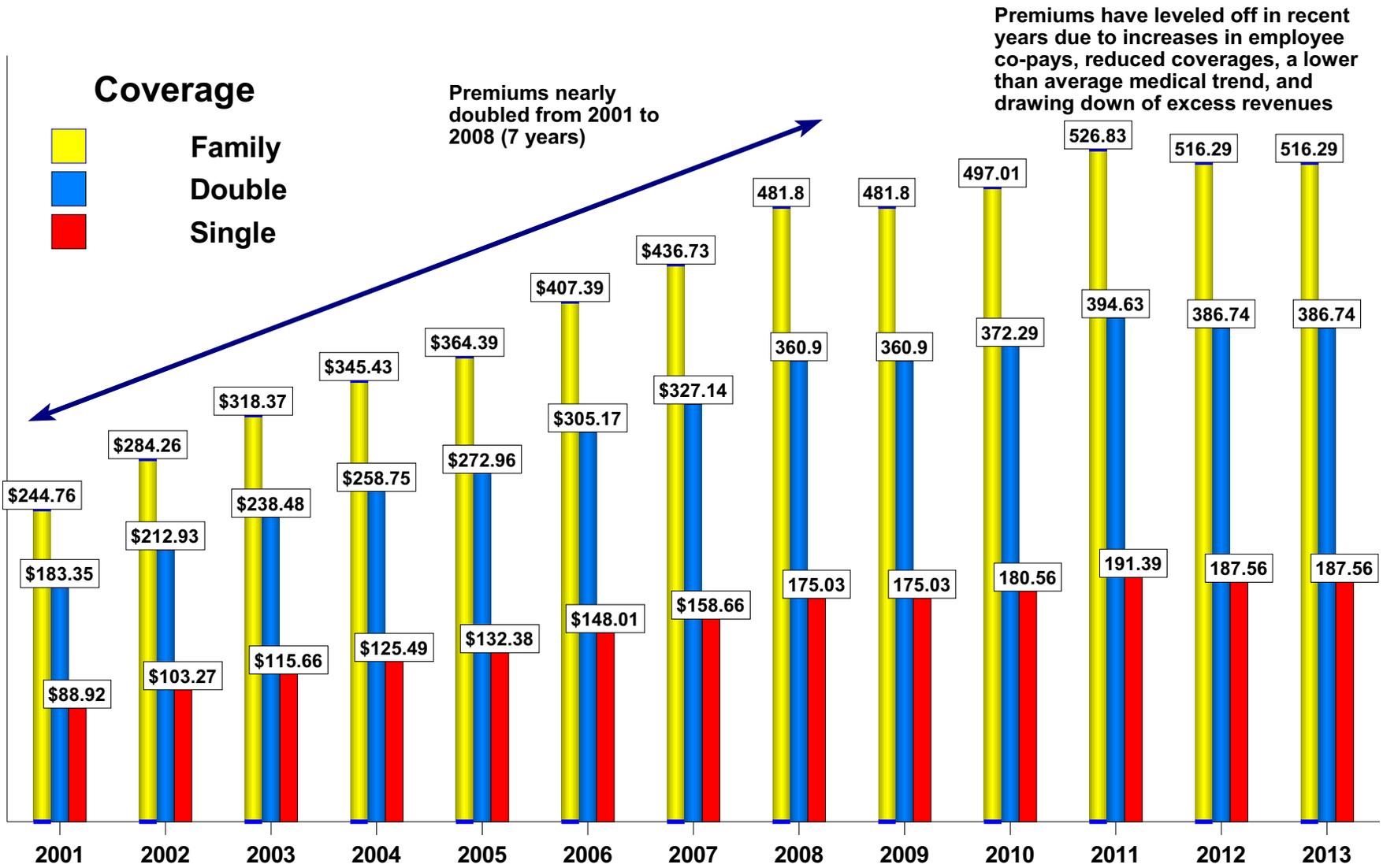
- Salaries, Wages, and Other Compensation
- Total Employment Taxes
- Total Employer-paid Benefits

Costs have declined in recent years due to reductions in the number of state employees, older higher paid worker retirements, reduced health insurance coverages, a lower than average medical trend, and drawing down of excess revenues or health care.



Source: Division of Finance, August 31, 2012

Health Insurance Premium – PEHP Advantage and Summit Care Fiscal-Year History – Total Biweekly Premium*

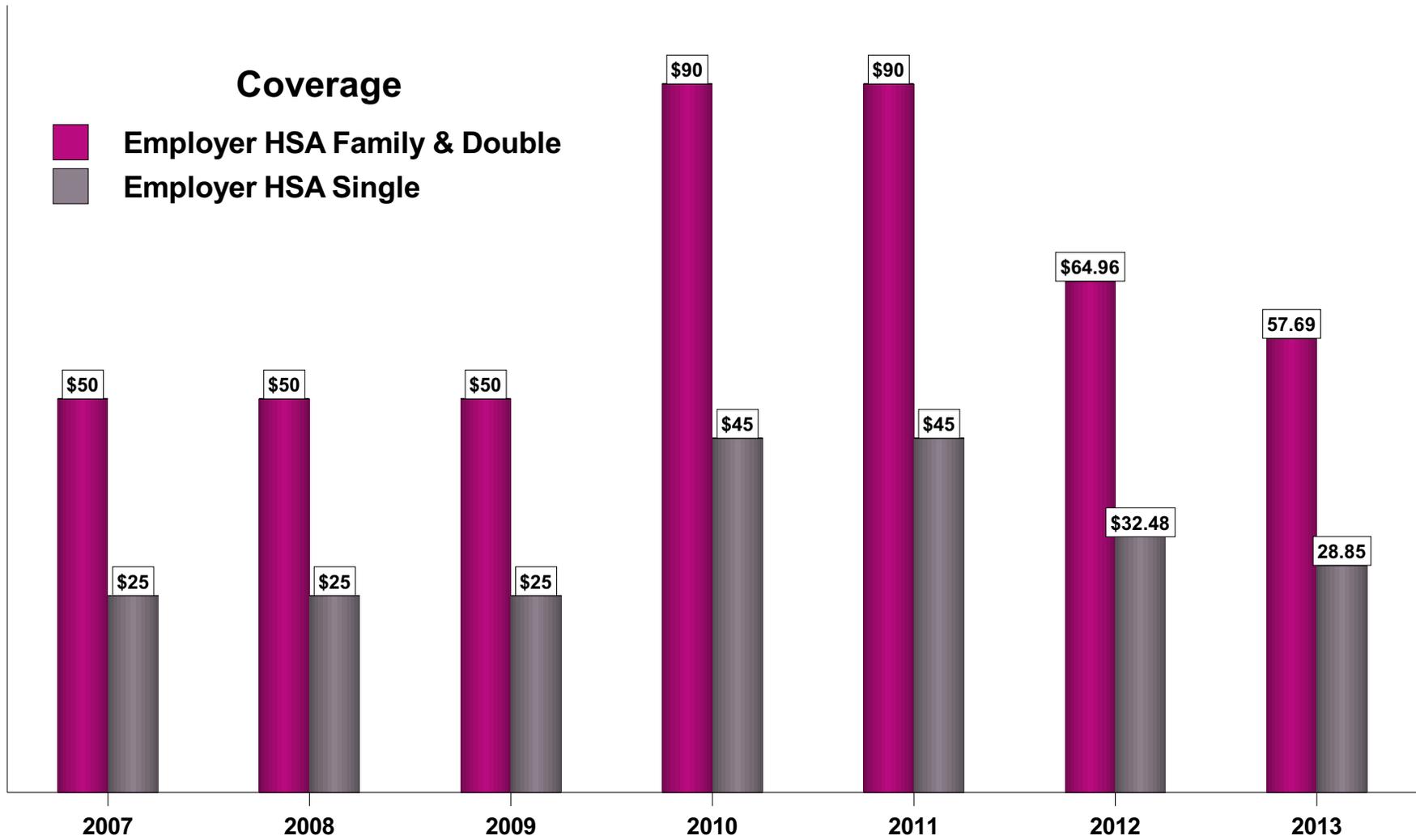


Source: Public Employees' Health Plans, July 2012

*Employees paid the following premium shares:
0% before 2003, 2% until FY 2010,
5% beginning FY 2010, and 10% beginning FY2012



Health Savings Account Employer Contribution for the High Deductible (STAR) Plan Biweekly Contribution for PEHP Advantage and Summit Care



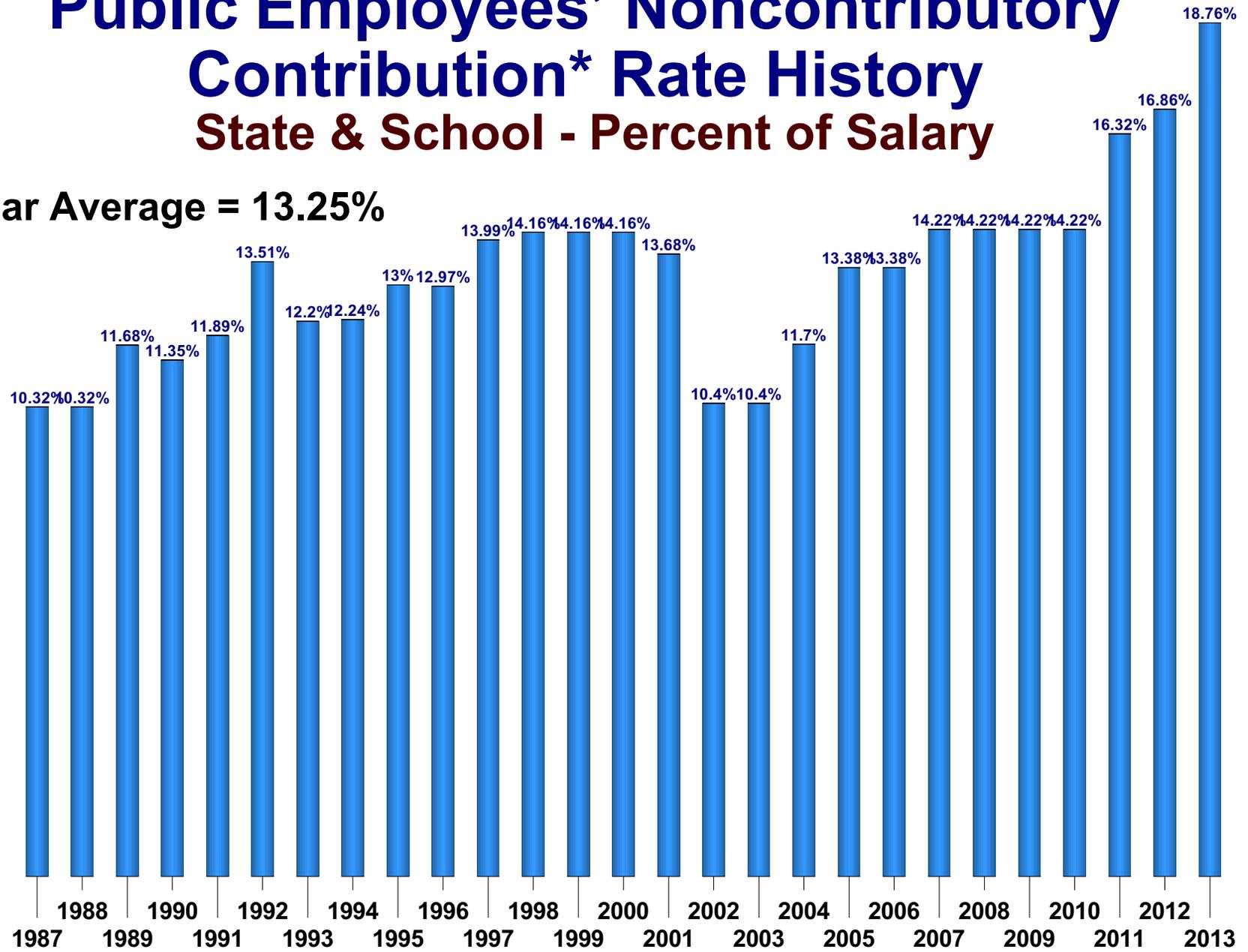
Source: Public Employees' Health Plans, July 2012

2006 General Session H.B. 76, "High Deductible Health Plan Option for Public Employees," establishing the plan and was effective May 1, 2006; 2012 General Session H.B. 437, "Public Employee Health Care Benefits," provided that payments are made twice annually in January and July.

Public Employees' Noncontributory Contribution* Rate History

State & School - Percent of Salary

27 Year Average = 13.25%



*Does not include the required 1.5% 401(k) contribution

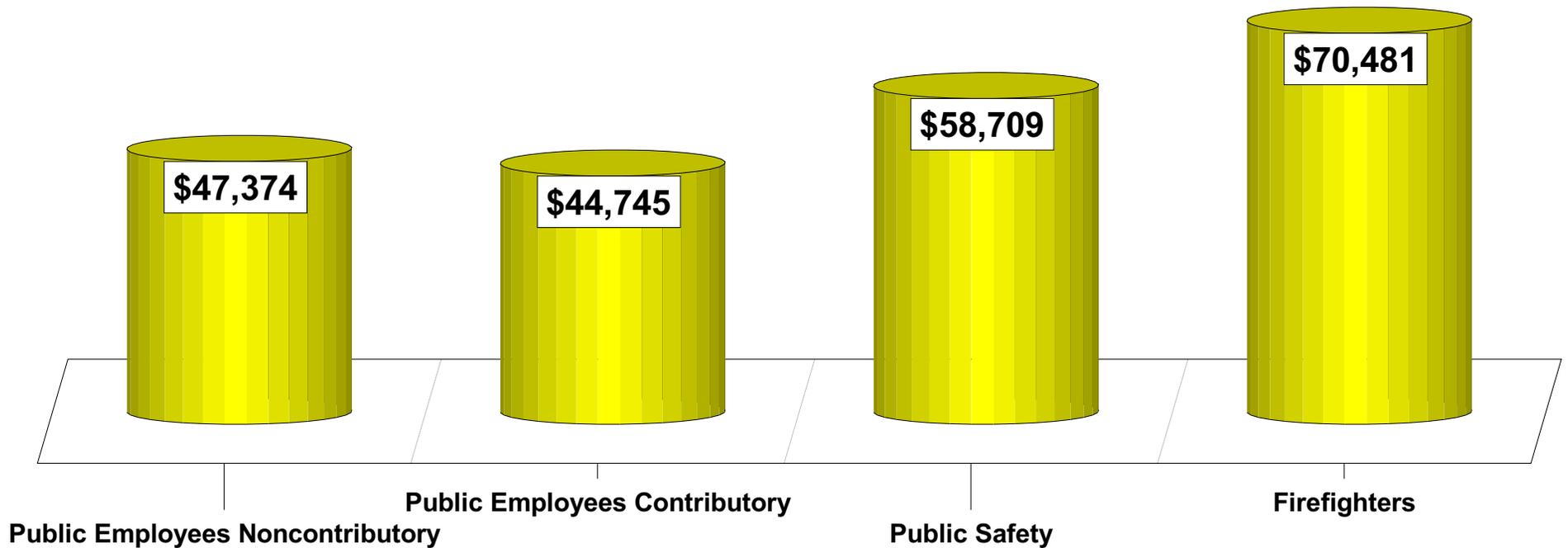
ഗവൺമെന്റ് പബ്ലിക് എംപ്ലോയീസ് റിട്ടയറുമെന്റ് പ്ലാൻ

Fiscal Year



Final Average Salary of Retirees

2011 Retirees by System



Source: Utah Retirement Systems, Comprehensive Annual Financial Report, for year ending December 31, 2011

Average Annual Benefit (Retirement Allowance)

2011 Retirees

