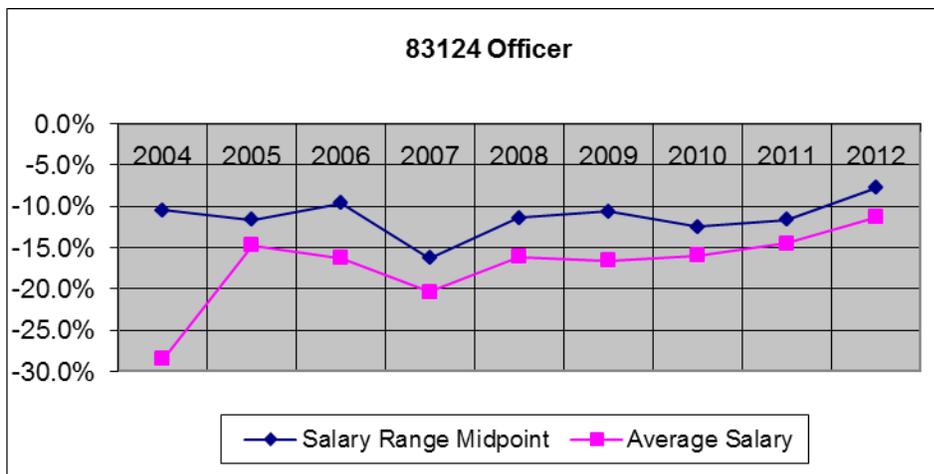


What does officer compensation look like compared to the market? During the August 23 interim meeting for the Executive Offices and Criminal Justice Appropriations Subcommittee reviewed compensation for the “officer” position (as defined by the Department of Human Resource Management). This specific position did not include correctional officers as those were analyzed separately.

The majority of the officer positions in this analysis are located in the Department of Public Safety and of these positions most of them are within the Utah Highway Patrol. The rest of these officer positions are those located in other state agencies such as the Department of Natural Resources, Tax Commission and others.

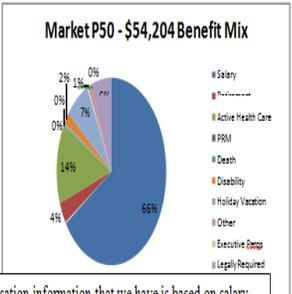
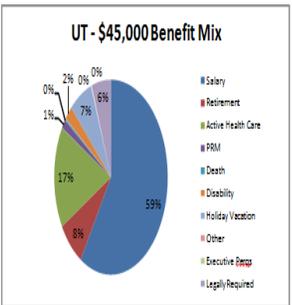
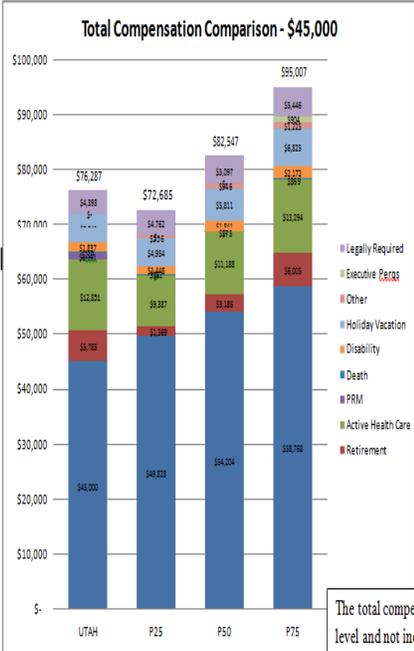
Total compensation can be broken down into (1) salary and (2) benefits. Research shows that of the 824 positions statewide classified as officer approximately 500+ positions are officer position within the Department of Public Safety.

Below shows the historical salary level compared to the market for those positions. Due to additional appropriations, in recent years these positions are becoming more competitive with the market. This does not include additional appropriations realized in FY 2013 and FY 2014.



The average salary for those in the officer position is about \$45,000. Below shows the total compensation mix for these positions and how this mix compares to the market. You will see that this position is between the 25th and 50th percentile. The benefits are relatively more rich while the salary is lower when compared to the market..

STATE OF UTAH VS. HAY GROUP MARKET (UT) - \$45,000 SALARY



The total compensation information that we have is based on salary level and not individual jobs. The 2012 average salary for the Officer Benchmark is \$45,936. State of Utah Employees at this salary level