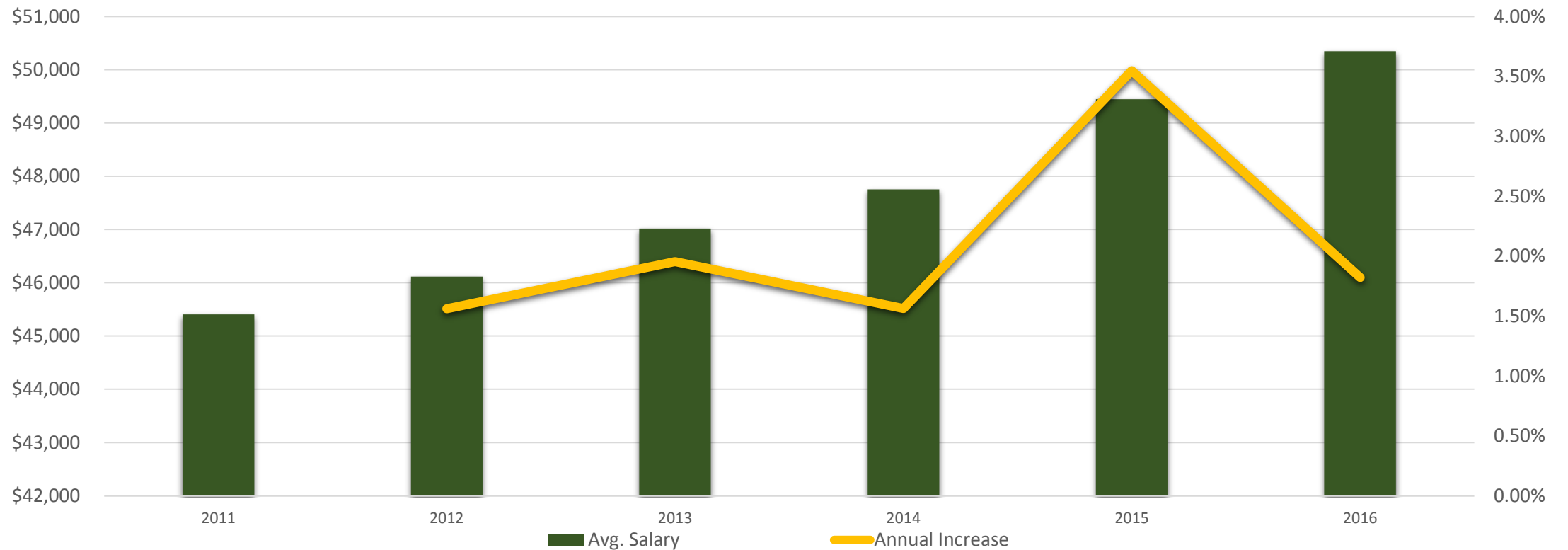


State Employee Compensation

Five-Year Snapshot of Average Salaries and Influencing Factors

Average Salary for State Employees*

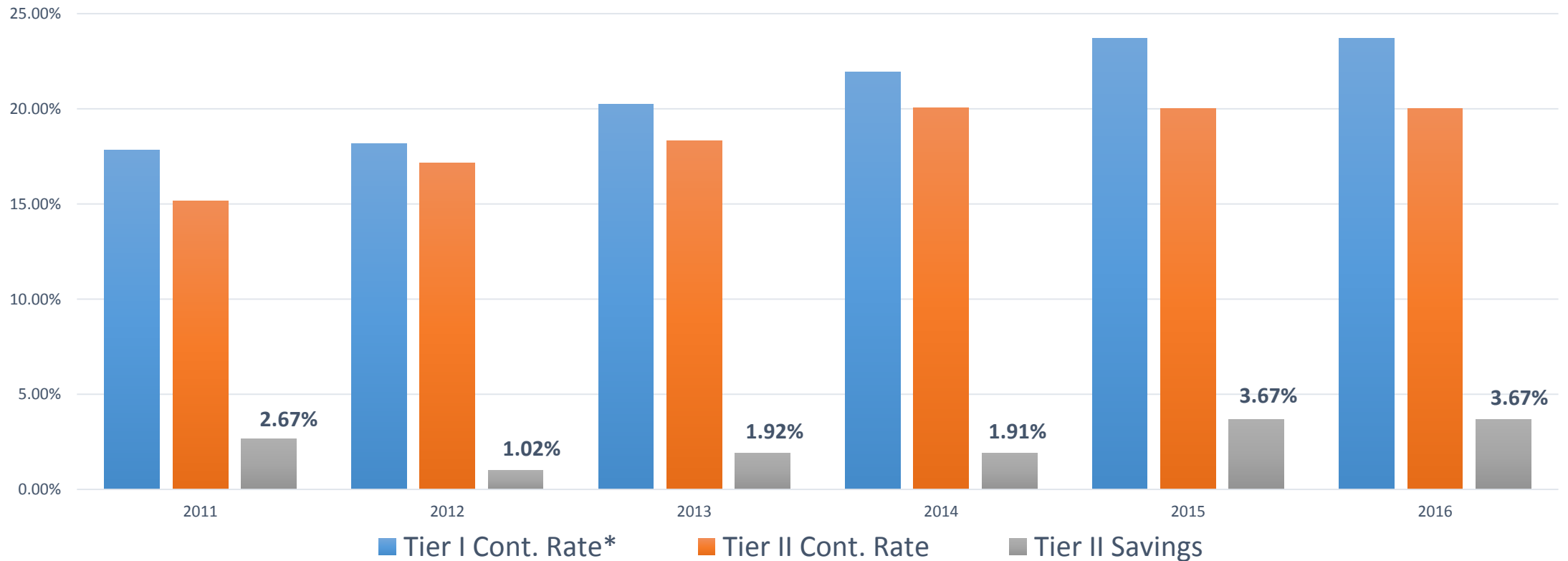
State Employee* Average Salary and Growth



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

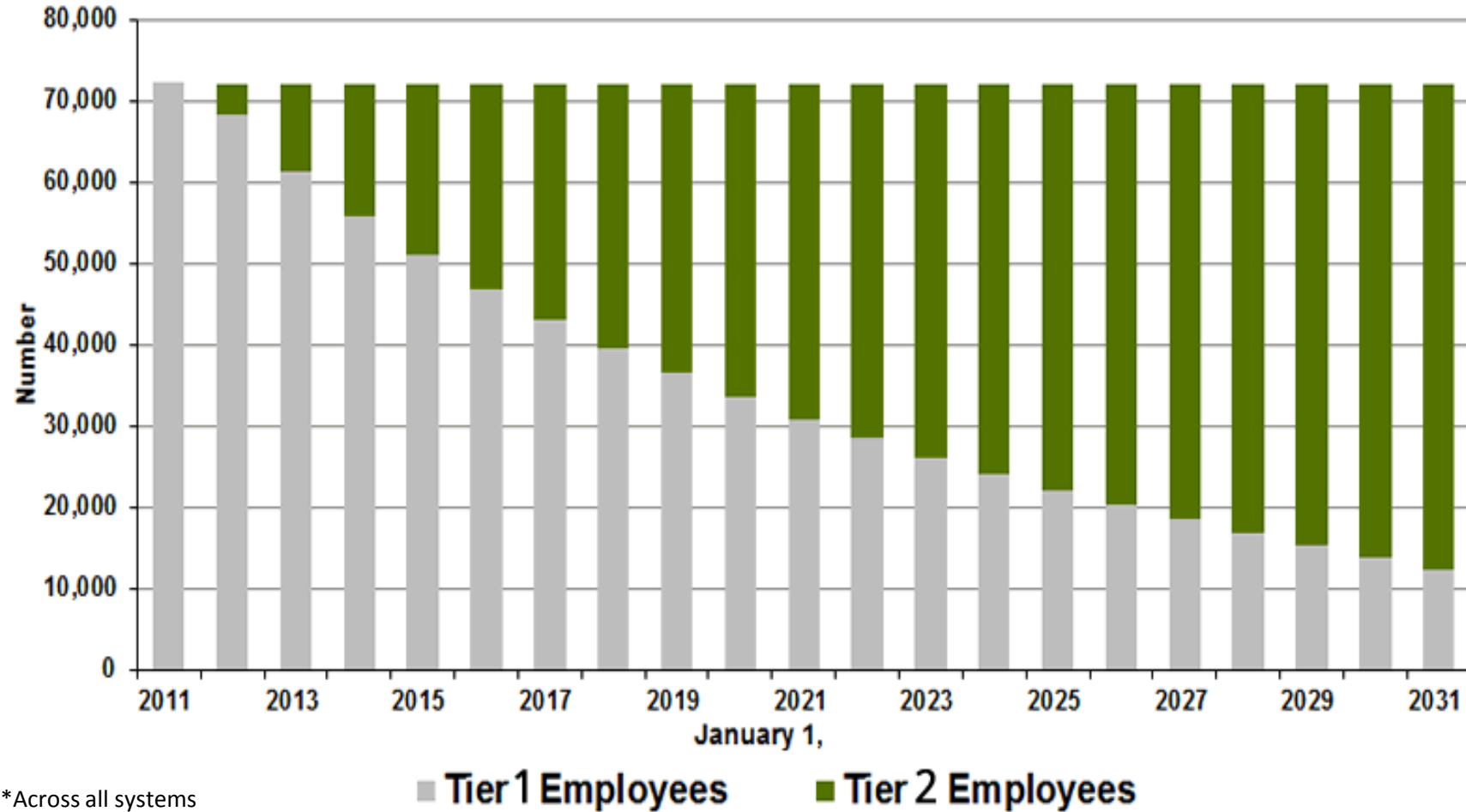
Employer-Paid Retirement Contribution Rates

Contribution Rates and Tier II Savings
Public Employees' Noncontributory Retirement, State and School Fund
(Contribution rates include the normal cost and Amortization of Unfunded Actuarial Accrued Liability)



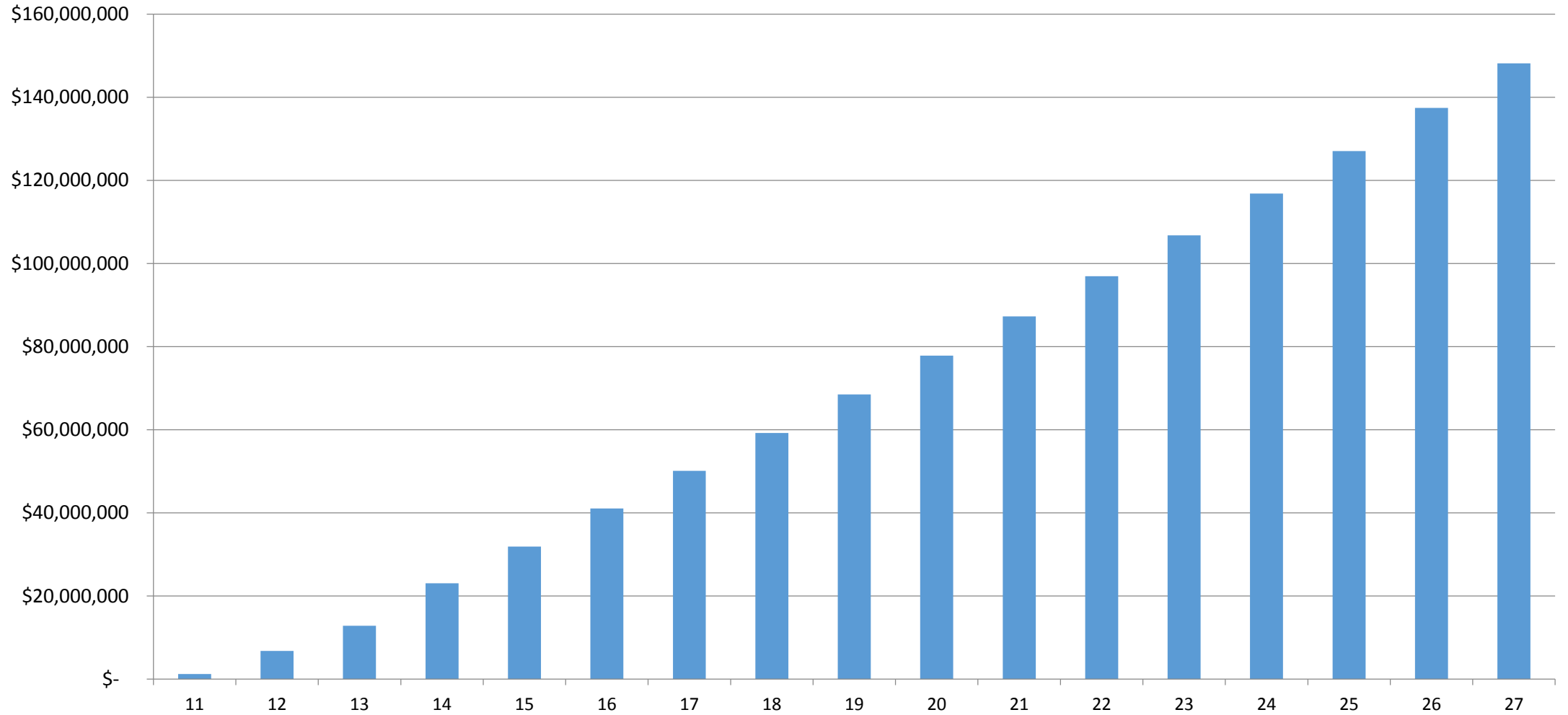
*Includes 1.5% mandatory 401(k) contribution

Projected Number of Tier I and Tier II Active Employees*



*Across all systems

Tier II Annual Employer Savings*



*Across all systems

Annual PEHP Renewal Rate Changes for the State of Utah

