

1                                    **DEPARTMENT OF FINANCIAL**  
2                                    **INSTITUTIONS PAY PLAN**

3                                    2006 GENERAL SESSION

4                                    STATE OF UTAH

5                                    **Chief Sponsor: Jeff Alexander**

6                                    Senate Sponsor: John W. Hickman

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8                                    **LONG TITLE**

9                                    **General Description:**

10                                  This bill modifies provisions governing compensation for employees of the Department  
11 of Financial Institutions.

12                                  **Highlighted Provisions:**

13                                  This bill:

- 14                                  ▶ requires that a market comparability study for employees of the Department of
- 15 Financial Institutions be based on a survey of certain federal entities; and
- 16                                  ▶ sets the salary for the commissioner of financial institutions as a percentage of the
- 17 highest paid employee of the department.

18                                  **Monies Appropriated in this Bill:**

19                                  None

20                                  **Other Special Clauses:**

21                                  This bill provides an effective date.

22                                  **Utah Code Sections Affected:**

23                                  AMENDS:

24                                  **67-22-2 (Superseded 07/01/06)**, as last amended by Chapter 8, Laws of Utah 2005,  
25 First Special Session

26                                  **67-22-2 (Effective 07/01/06)**, as last amended by Chapter 8, Laws of Utah 2005, First  
27 Special Session

28                                  ENACTS:

29                                  **67-19-12.1**, Utah Code Annotated 1953



31 *Be it enacted by the Legislature of the state of Utah:*

32 Section 1. Section **67-19-12.1** is enacted to read:

33 **67-19-12.1. Department of Financial Institutions pay plans.**

34 To allow the state to recruit and retain the highest qualified examiners and regulators to  
35 oversee the financial services industry in this state and ensure parity with officials and  
36 employees of federal regulatory agencies and entities performing substantially similar jobs, the  
37 pay plans for all examiners and supervisors specified in Title 7, Chapter 1, Article 2,  
38 Department of Financial Institutions, shall comply with Section 67-19-12, except that the  
39 market comparability study of state salary ranges for these positions shall be based on a survey  
40 of salary ranges of federal regulatory agencies and organizations responsible for regulating  
41 financial institutions chartered and regulated by the commissioner of financial institutions,  
42 including the:

- 43 (1) Federal Deposit Insurance Corporation;
- 44 (2) Federal Reserve; and
- 45 (3) National Credit Union Administration.

46 Section 2. Section **67-22-2 (Superseded 07/01/06)** is amended to read:

47 **67-22-2 (Superseded 07/01/06). Compensation -- Other state officers.**

48 (1) (a) The governor shall establish salaries for the following state officers within the  
49 following salary ranges fixed by the Legislature:

50 State Officer	Salary Range
51 Commissioner of Agriculture and Food	\$66,800 - \$90,600
52 Commissioner of Insurance	\$66,800 - \$90,600
53 Commissioner of the Labor Commission	\$66,800 - \$90,600
54 Director, Alcoholic Beverage Control	
55 Commission	\$66,800 - \$90,600
56 [ <del>Commissioner, Department of</del>	
57 [ <del>Financial Institutions</del> ]	[\$66,800 - \$90,600]

58	Members, Board of Pardons and Parole	\$66,800 - \$90,600
59	Executive Director, Department	
60	of Commerce	\$66,800 - \$90,600
61	Executive Director, Commission on	
62	Criminal and Juvenile Justice	\$66,800 - \$90,600
63	Adjutant General	\$66,800 - \$90,600
64	Chair, Tax Commission	\$72,400 - \$97,600
65	Commissioners, Tax Commission	\$72,400 - \$97,600
66	Executive Director, Department of	
67	Community and Culture	\$72,400 - \$97,600
68	Executive Director, Tax Commission	\$72,400 - \$97,600
69	Chair, Public Service Commission	\$72,400 - \$97,600
70	Commissioners, Public Service	
71	Commission	\$72,400 - \$97,600
72	Executive Director, Department	
73	of Corrections	\$78,700 - \$106,200
74	Commissioner, Department of Public Safety	\$78,700 - \$106,200
75	Executive Director, Department of	
76	Natural Resources	\$78,700 - \$106,200
77	Director, Governor's Office of Planning	
78	and Budget	\$78,700 - \$106,200
79	Executive Director, Department of	
80	Administrative Services	\$78,700 - \$106,200
81	Executive Director, Department of	
82	Human Resource Management	\$78,700 - \$106,200
83	Executive Director, Department of	
84	Environmental Quality	\$78,700 - \$106,200
85	Director, Governor's Office	

86	of Economic Development	\$78,700 - \$106,200
87	Executive Director, Department of	
88	Workforce Services	\$85,700 - \$115,700
89	Executive Director, Department of	
90	Health	\$85,700 - \$115,700
91	Executive Director, Department	
92	of Human Services	\$85,700 - \$115,700
93	Executive Director, Department	
94	of Transportation	\$85,700 - \$115,700
95	Executive Director, Department	
96	of Information Technology	
97	Services	\$85,700 - \$115,700

98 (b) The governor shall establish the salary for the commissioner of the Department of  
99 Financial Institutions to be no less than 110% and no more than 120% of the highest salary  
100 paid to any other employee of the Department of Financial Institutions.

101 (2) (a) The Legislature fixes benefits for the state offices outlined in Subsection (1) as  
102 follows:

103 (i) the option of participating in a state retirement system established by Title 49, Utah  
104 State Retirement and Insurance Benefit Act, or in a deferred compensation plan administered  
105 by the State Retirement Office in accordance with the Internal Revenue Code and its  
106 accompanying rules and regulations;

107 (ii) health insurance;

108 (iii) dental insurance;

109 (iv) basic life insurance;

110 (v) unemployment compensation;

111 (vi) workers' compensation;

112 (vii) required employer contribution to Social Security;

113 (viii) long-term disability income insurance;

114 (ix) the same additional state-paid life insurance available to other noncareer service  
115 employees;

116 (x) the same severance pay available to other noncareer service employees;

117 (xi) the same sick leave, converted sick leave, educational allowances, and holidays  
118 granted to Schedule B state employees, and the same annual leave granted to Schedule B state  
119 employees with more than ten years of state service;

120 (xii) the option to convert accumulated sick leave to cash or insurance benefits as  
121 provided by law or rule upon resignation or retirement according to the same criteria and  
122 procedures applied to Schedule B state employees;

123 (xiii) the option to purchase additional life insurance at group insurance rates according  
124 to the same criteria and procedures applied to Schedule B state employees; and

125 (xiv) professional memberships if being a member of the professional organization is a  
126 requirement of the position.

127 (b) Each department shall pay the cost of additional state-paid life insurance for its  
128 executive director from its existing budget.

129 (3) The Legislature fixes the following additional benefits:

130 (a) for the executive director of the State Tax Commission a vehicle for official and  
131 personal use;

132 (b) for the executive director of the Department of Transportation a vehicle for official  
133 and personal use;

134 (c) for the executive director of the Department of Natural Resources a vehicle for  
135 commute and official use;

136 (d) for the Commissioner of Public Safety:

137 (i) an accidental death insurance policy if POST certified; and

138 (ii) a public safety vehicle for official and personal use;

139 (e) for the executive director of the Department of Corrections:

140 (i) an accidental death insurance policy if POST certified; and

141 (ii) a public safety vehicle for official and personal use;

142 (f) for the Adjutant General a vehicle for official and personal use; and  
 143 (g) for each member of the Board of Pardons and Parole a vehicle for commute and  
 144 official use.

145 (4) (a) The governor has the discretion to establish a specific salary for each office  
 146 listed in Subsection (1), and, within that discretion, may provide salary increases within the  
 147 range fixed by the Legislature.

148 (b) The governor shall apply the same overtime regulations applicable to other FLSA  
 149 exempt positions.

150 (c) The governor may develop standards and criteria for reviewing the performance of  
 151 the state officers listed in Subsection (1).

152 (5) Salaries for other Schedule A employees, as defined in Section 67-19-15, which are  
 153 not provided for in this chapter, or in Title 67, Chapter 8, Utah Executive and Judicial Salary  
 154 Act, shall be established as provided in Section 67-19-15.

155 Section 3. Section **67-22-2 (Effective 07/01/06)** is amended to read:

156 **67-22-2 (Effective 07/01/06). Compensation -- Other state officers.**

157 (1) (a) The governor shall establish salaries for the following state officers within the  
 158 following salary ranges fixed by the Legislature:

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<del>[Financial Institutions]</del>	<del>[\$66,800 - \$90,600]</del>
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Executive Director, Department	
of Commerce	\$66,800 - \$90,600

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257 (c) The governor may develop standards and criteria for reviewing the performance of  
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259 (5) Salaries for other Schedule A employees, as defined in Section 67-19-15, which are  
260 not provided for in this chapter, or in Title 67, Chapter 8, Utah Executive and Judicial Salary  
261 Act, shall be established as provided in Section 67-19-15.

262 Section 4. **Effective date.**

263 This bill takes effect on May 1, 2006, except that the amendments to Section 67-22-2  
264 (Effective 07/01/06) take effect on July 1, 2006.