

Ryan D. Wilcox proposes the following substitute bill:

1 **Law Enforcement Salary Amendments**

2026 GENERAL SESSION

STATE OF UTAH

**Chief Sponsor: Ryan D. Wilcox**

Senate Sponsor: Derrin R. Owens

---

---

2 **LONG TITLE**

3 **General Description:**

4 This bill addresses the salary range and proposed pay progression for law enforcement  
5 officers within the Department of Natural Resources (DNR).

6 **Highlighted Provisions:**

7 This bill:

8 ▶ requires that the salary range and proposed pay progression for law enforcement officers  
9 employed by the DNR be equivalent to the average salary range and pay progression for:

10

- 11 • peace officers employed by the Department of Corrections; and
- 12 • peace officers employed by the Department of Public Safety;

13 ▶ provides an exception to the requirement described in the preceding paragraph in relation  
14 to the rank of major and the position of division director in the DNR; and

15 ▶ makes technical changes.

16 **Money Appropriated in this Bill:**

17 This bill appropriates \$2,839,300 in operating and capital budgets for fiscal year 2027, all  
18 of which is from the General Fund.

19 **Other Special Clauses:**

20 None

21 **Utah Code Sections Affected:**

22 **AMENDS:**

23 **63A-17-110**, as last amended by Laws of Utah 2025, Chapter 154

---

---

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

26 Section 1. Section **63A-17-110** is amended to read:

27 **63A-17-110 . State pay plans for DNR law enforcement officers and wildland**  
28 **firefighters.**

29 (1) As used in this section:

30 (a) "Division of Forestry, Fire, and State Lands" means the division created in Section  
31 65A-1-4 within the Department of Natural Resources.

32 (b) "Division of Law Enforcement" means the division created in Section 79-2-702  
33 within the Department of Natural Resources.

34 (c) "DNR law enforcement officer" means an employee of the Department of Natural  
35 Resources who is designated as a law enforcement officer by law.

36 (d) "State average law enforcement salary range and progression" means the sum of the  
37 following, divided by two:

38 (i) the salary range and proposed pay progression for a peace officer with similar  
39 years of service and qualifications who is employed by the Department of  
40 Corrections and has arrest authority; and

41 (ii) the salary range and proposed pay progression for a peace officer with similar  
42 years of service and qualifications who is employed by the Department of Public  
43 Safety.

44 [(d)] (e) "Wildland firefighter" means an employee of the Division of Forestry, Fire, and  
45 State Lands who is:

46 (i) trained in firefighter techniques; and

47 (ii) assigned to a position of hazardous duty.

48 (2) The director shall:

49 (a) coordinate directly with the Division of Forestry, Fire, and State Lands and the  
50 Division of Law Enforcement to establish specialized state pay plans for DNR law  
51 enforcement officers and wildland firefighters that:

52 (i) [meets] meet the requirements of Section 63A-17-307;

53 (ii) [distinguishes] subject to Subsection (3), establish the salary range and proposed  
54 pay progression for each DNR [peaee] law enforcement officer;

55 (iii) [distinguishes] establish the salary range for each wildland firefighter  
56 classification;

57 (iv) [includes] include for each DNR law enforcement officer and wildland firefighter  
58 classification:

59 (A) the minimum qualifications; and

60 (B) any training requirements; and

61 (v) [provides] provide standards for:

62 (A) performance evaluation; and

63 (B) promotion; and

64 (b) include, in the plan described in Subsection 63A-17-307(5), recommendations on  
65 funding and salary increases for DNR law enforcement officers and wildland  
66 firefighters.

67 (3)(a) Except as provided in Subsection (3)(b), the salary range and proposed pay  
68 progression established for each DNR law enforcement officer under Subsection  
69 (2)(a)(ii) shall be equivalent to the state average law enforcement salary range and  
70 progression.

71 (b) The executive director of the Department of Natural Resources, in consultation with  
72 the director of the Division of Law Enforcement, may reduce the salary range and  
73 proposed pay progression that would otherwise be established, under Subsections  
74 (2)(a)(ii) and (3)(a), for the rank of major or for division director within the Division  
75 of Law Enforcement, to ensure that the salary range and proposed pay progression  
76 for those positions do not exceed the salary range and proposed pay progression of  
77 directors of other divisions within the Department of Natural Resources.

78 **Section 2. FY 2027 Appropriations.**

79 The following sums of money are appropriated for the fiscal year beginning July 1,  
80 2026, and ending June 30, 2027. These are additions to amounts previously appropriated for  
81 fiscal year 2027.

82 **Subsection 2(a). Operating and Capital Budgets**

83 Under the terms and conditions of Title 63J, Chapter 1, Budgetary Procedures Act, the  
84 Legislature appropriates the following sums of money from the funds or accounts indicated for  
85 the use and support of the government of the state of Utah.

86 ITEM 1 To Department of Natural Resources - Law Enforcement

87 From General Fund 2,839,300

88 Schedule of Programs:

89 Law Enforcement Administration 2,839,300

90 **Section 3. Effective Date.**

91 This bill takes effect on May 6, 2026.