

Ryan D. Wilcox proposes the following substitute bill:

Law Enforcement Salary Amendments

2026 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Ryan D. Wilcox

Senate Sponsor: Derrin R. Owens

LONG TITLE

General Description:

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

Highlighted Provisions:

This bill:

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

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

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

▸ makes technical changes.

Money Appropriated in this Bill:

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

Other Special Clauses:

None

Utah Code Sections Affected:

AMENDS:

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

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

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

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

(1) As used in this section:

- (a) "Division of Forestry, Fire, and State Lands" means the division created in Section 65A-1-4 within the Department of Natural Resources.
- (b) "Division of Law Enforcement" means the division created in Section 79-2-702 within the Department of Natural Resources.
- (c) "DNR law enforcement officer" means an employee of the Department of Natural Resources who is designated as a law enforcement officer by law.
- (d) "State average law enforcement salary range and progression" means the sum of the following, divided by two:
- (i) the salary range and proposed pay progression for a peace officer with similar years of service and qualifications who is employed by the Department of Corrections and has arrest authority; and
- (ii) the salary range and proposed pay progression for a peace officer with similar years of service and qualifications who is employed by the Department of Public Safety.
- ~~[(d)]~~ (e) "Wildland firefighter" means an employee of the Division of Forestry, Fire, and State Lands who is:
- (i) trained in firefighter techniques; and
- (ii) assigned to a position of hazardous duty.
- (2) The director shall:
- (a) coordinate directly with the Division of Forestry, Fire, and State Lands and the Division of Law Enforcement to establish specialized state pay plans for DNR law enforcement officers and wildland firefighters that:
- (i) ~~[meets]~~ meet the requirements of Section 63A-17-307;
- (ii) ~~[distinguishes]~~ subject to Subsection (3), establish the salary range and proposed pay progression for each DNR ~~[peacee]~~ law enforcement officer;
- (iii) ~~[distinguishes]~~ establish the salary range for each wildland firefighter classification;
- (iv) ~~[includes]~~ include for each DNR law enforcement officer and wildland firefighter classification:
- (A) the minimum qualifications; and
- (B) any training requirements; and
- (v) ~~[provides]~~ provide standards for:
- (A) performance evaluation; and
- (B) promotion; and

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

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

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

Section 2. **FY 2027 Appropriations.**

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

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

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

ITEM 1 To Department of Natural Resources - Law Enforcement

From General Fund	2,839,300
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Schedule of Programs:

Law Enforcement Administration	2,839,300
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Section 3. **Effective Date.**

This bill takes effect on May 6, 2026.