



STATE OF UTAH  
**EXECUTIVE AND JUDICIAL COMPENSATION COMMISSION**

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December 7, 2015

Governor Gary R. Herbert  
350 North State Street, Suite 200  
Salt Lake City, Utah 84114

President Wayne L. Niederhauser  
Speaker Gregory H. Hughes  
Utah State Capitol Complex  
Salt Lake City, Utah 84114.4+

Dear Sirs:

Utah law requires that the State Elected Official and Judicial Compensation Commission (EJCC) provide a report to the Governor, House Speaker, and Senate President (and subsequently the Executive Appropriations Committee and Utah Legislature) at the conclusion of each calendar year. At the conclusion of odd-numbered years this report is usually an interim update on the EJCC's activities. A more comprehensive report is issued at the conclusion of even-numbered years.

The 2015 General Legislative Session

A very comprehensive report from the EJCC was submitted to the Executive Appropriations Committee in December of 2014. This report again called for significant increases in the salaries of Utah's state-wide elected officials and also sought major adjustments in salaries of Utah's judges.

The EJCC was very pleased that the Utah Legislature during the 2015 General Session saw fit to adopt, with minor adjustments, the EJCC's recommendations for both the elected officials and the judiciary. Consistent with the EJCC's recommendations, it is our understanding the salary increases for the judiciary were undertaken in two phases with the final phases to be completed during the 2016 General Session.

2015 Study Efforts – SB 144 “Board of Education Compensation Amendments”

The Utah Legislature passed SB 144, “Board of Education Compensation Amendments” (Osmond). This legislation assigned the EJCC to examine the salary structure of Utah State Board of Education members. The EJCC held several meetings to review compensation for members of the State Board of Education.

Currently the Board members are annually paid \$3,000 as outlined in UCA 53A -1-202. This figure has not been adjusted since 1997. The EJCC focused its study efforts on the role of the Board and work requirements associated with being a Board member. This review indicates that in many ways the State Board's work load is very analogous that that of the Utah Legislature. As such, the EJCC spent time examining whether the legislative compensation structure might also provide a framework for the compensation of the State Board of Education.

The EJCC, however, has not completed its study effort. We indicated to Sen. Osmond that the EJCC would require the time to adequately review and prepare a recommendation for the Utah Legislature. This complete report would be submitted at the conclusion of 2016. In addition, it appears that ongoing debates within the Utah Legislature regarding the role and structure of the Utah State Board of Education could have an impact on compensation options.

#### COLA Adjustment

Although the EJCC has not completed its study on the compensation of the State Board of Education, it should be noted that it has been nearly 20 years since there has been any adjustment in the Board's compensation. Simply applying a basic adjustment based on the Consumer Price Index (CPI) would justify an increase in the compensation from \$3,000 per year to \$4,522 per year.

#### 2016 Study Schedule

In 2016, the EJCC will continue its study efforts on the State Board of Education. In addition, the EJCC is cognizant of maintaining its examination of judicial and state-wide elected officials' salaries so as to minimize that need for dramatic changes after long periods of inaction.

The Executive and Judicial Salary Commission appreciates the support of the Utah State Legislature.

Sincerely,

Roger O. Tew, Chair  
Elected Official and Judicial Compensation Commission