

# Planning for the Future, Today:

## Rebuilding Pay Plans and Rank Structure in UDC



May 2024

### Issue

Utah Department of Corrections' current pay plan for POST-certified staff, the Department rank structure, and our policies related to promotional pay increases have created significant compression and inequity over time at all ranks, which has degraded morale and complicated the promotional process. The Department's rank structure and pay plan is also misaligned with similar agencies, leading to limited ability for both recruitment and retention.

### Legislative Intent

HB3: "The Legislature intends that the Department of Corrections use the \$13,025,000 appropriation from the General Fund ...to **relieve certified staff compression issues** starting July 1, 2024."

### Plan Overview



#### Categorizes Roles

#### Distinction between Law Enforcement & Corrections

Creates separate structures and simplifies ranks for Correctional and Law Enforcement (LE) roles. This aligns with allied LE agencies and correctional agency structures locally and nationwide.

The ranges place people in the appropriate rank and recognize role, certification, span of control, scope of responsibility and training. This also relieves future compression.



#### Fixes Compression

#### Each rank salary begins above the previous rank

Eliminates overlap of pay ranges, relieving compression within the pay plan. Pay for Performance will allow people to exceed the plan.

Each person was placed on the pay plan based on their years in position. Those with pay above their years in position will pause until caught up. They will receive a one-time bonus equal to one step.



#### Predictable & Competitive

#### Keeps UDC competitive and consistent with other Law Enforcement agencies

Each step includes a 2.75% increase.

The wage adjustments and step increases for both entry-level positions and higher ranks are more competitive with Law Enforcement and Correctional organizations in Utah.

Simplifies ranks to align with allied Law Enforcement agencies.



#### Funding

#### Current appropriation need through FY26 met with remaining cost savings and Pay For Performance funding

UDC should not have to ask the Legislature for pay plan funding through FY26.

Beginning FY25 P4P funding will be used to fund a performance based step on the pay plan.

Should current conditions hold, future budget requests for compensation will be to fund a step on the pay plan - approximately \$4 million.

## Current Cost Estimates

**\$9,981,188**

Structure a performance-based pay plan that resolves compression

**\$3,043,812**

Remaining allocation available to adjust supervision ratios in AP&P and Training (no new FTEs) and partially fund a future performance-based step increase



Addresses compression at all ranks and includes 2.75% between steps with no overlap on the pay plan between supervisor and subordinates.



Increases starting correctional officer wage to \$29.13\* After COLA, entry pay will start at \$30/hr.



Eliminated compression within certified appointed staff.\*\*



Certified staff only receive step increase based on successful performance evaluation.

Pay Plan Changes  
P4P Adjustments

COLA

Bonuses Pay Plan  
Ongoing FY24 P4P Bonuses

Supervisor Ratio  
Adjustment



June 21



June 22



July 1



After July 1

## Performance Based Pay Plan Details

### Correctional Staff Certified Pay Plan FY2025

Job Title	Hourly Rate									
	1	2	3	4	5	6	7	8	9	10
Officer	\$29.13	\$29.93	\$30.75	\$31.60	\$32.47	\$33.36	\$34.28	\$35.22	\$36.19	\$37.19
Case Manager	\$34.20	\$35.14	\$36.11	\$37.10	\$38.12	\$39.17	\$40.25	\$41.35	\$42.49	\$43.66
Sergeant	\$37.20	\$38.22	\$39.27	\$40.35	\$41.46	\$42.60	\$43.78	\$44.98	\$46.22	
Lieutenant	\$46.23	\$47.50	\$48.81	\$50.15	\$51.53	\$52.95				
Captain	\$52.96	\$54.42	\$55.91	\$57.45	\$59.03					

### Law Enforcement Staff Certified Pay Plan FY2025

Job Title	Hourly Rate											
	1	2	3	4	5	6	7	8	9	10	11	12
Agent	\$34.52	\$35.47	\$36.44	\$37.45	\$38.48	\$39.53	\$40.62	\$41.74	\$42.89	\$44.07	\$45.28	\$46.52
Sergeant	\$46.53	\$47.81	\$49.12	\$50.48	\$51.86	\$53.29	\$54.76	\$56.26				
Lieutenant	\$56.27	\$57.82	\$59.41	\$61.04	\$62.72	\$64.44						

\*Hourly rates do not include COLA, the starting wage reflects a \$0.43 increase for starting officer (\$28.70 currently). Number of steps reduced from 11 to 10 to help address compression.

\*\*Appointed staff are not on the pay plan. New Law Enforcement Lieutenants for AP&P were previously in appointed positions, and are no longer appointed in this plan. Captains will be appointed in AP&P, not in prison operations plan. Deputy Wardens are appointed in prison operations.