



# 2024 Wage Comparison Report:

## Addressing Pay Inequities for the Department of Natural Resources

A total of 50 state agencies were used in this wage comparison

Entry Wage Rate (Officer)		Mid-Career Wage Rate (Officer)		Max Wage Rate (Officer)	
Agency	Entry Wage	Agency	12-yr Wage	Agency	Max Wage
1 UHP	\$34.58**	1 Layton	\$52.02	1 Layton	\$52.02
2 Taylorsville	\$34.38	2 West Valley	\$51.88	2 West Valley	\$51.88
3 AP&P	\$33.87*	3 Spanish Fork	\$51.20	3 Spanish Fork	\$51.20
...		...		...	
...		15 UHP	\$48.13**	15 UHP	\$48.13**
...		...		...	
44 DNR	\$25.34**	50 DNR	\$32.92**	44 DNR	\$40.27**
State Average \$28.99		State Average \$45.23		State Average \$45.47	

\* State law enforcement agency    \*\* State, patrol based, law enforcement agency  
 Accurate as of August 2024    Agency comparison data available on request

Proposed FY26 Pay Plan · Department of Natural Resources · Division of Law Enforcement												
Rank	Prob.	2	3	4	5	6	7	8	9	10	11	12
Officer	\$35.62	\$36.51	\$37.82	\$39.12	\$40.43	\$41.74	\$43.04	\$44.38	\$45.65	\$46.96	\$47.85	\$49.57
Sergeant	\$53.81	\$54.74	\$55.54	\$56.32	\$57.10	\$57.89	\$58.68	\$59.46	-	-	-	-
Lieutenant	\$60.38	\$61.25	\$62.11	\$62.98	\$63.86	\$64.76	\$65.66	\$66.51	-	-	-	-
Captain	\$67.43	\$68.23	\$69.01	\$69.81	\$70.61	\$71.42	\$72.24	\$73.15	-	-	-	-



### 15-year disadvantage

DNR officers serve 15 years before reaching the STARTING wage rate of their fellow state, patrol based, law enforcement counterparts



### 46.2% less (mid-career)

DNR officers earn 46.2% (~\$16/hr) less at mid-career (12 years of service) compared to their fellow state, patrol based, law enforcement counterparts



### 20% turnover

Pay discrepancies have led to officer retention concerns. DNR law enforcement has seen ~20% turnover rate since 2021



### \$6.45 million

It would require an estimated 6.45 million dollars to fund a wage adjustment for DNR LE officers to be placed on the same pay scale as UHP



## Who are we?

- **Only certified peace officers statutorily mandated to protect and preserve wildlife and recreational activities in Utah**  
(an 8.1 billion dollar industry within Utah)
- **95%+ of our officers have a bachelor's degree or higher**



## What else do we do?

- ~ 30-35% of DNR enforcement action addresses criminal code (non-DNR violations) to include but not limited to DUI, vandalism, drug and alcohol violations, etc.
- Actively assist(ed) in:
  - Capitol Riots Mitigation
  - Reports of Active Shooters
  - Prison relocation efforts
  - Numerous Jordan River Operational Plans
  - Attempts to locate suspect in Sergeant Hooser murder
  - Countless other law enforcement community based efforts  
(i.e. Search and Rescues, major traffic accidents, domestic violence, etc.)
- Go-to agency for security details associated with wildland fires, protecting property and life

