

PAY PLAN - SALARY SURVEY AMENDMENTS

2003 GENERAL SESSION

STATE OF UTAH

Sponsor: Mike Dmitrich

This act modifies the Personnel Management Act by eliminating the requirement that salary surveys for peace officers, correctional officers, and public safety dispatch personnel include a survey of benefits. This act also eliminates the requirement that the director consider internal comparisons and other factors when determining compensation. This act takes effect January 1, 2004.

This act affects sections of Utah Code Annotated 1953 as follows:

AMENDS:

67-19-12.3, as last amended by Chapters 244 and 282, Laws of Utah 1998

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

Section 1. Section **67-19-12.3** is amended to read:

67-19-12.3. Peace officer, correctional officer, and public safety dispatch personnel pay plans.

~~[The]~~ To allow the state to recruit and retain the highest qualified law enforcement officers, correctional officers, and public safety dispatchers, the pay plans for law enforcement officers, as defined under Section 53-13-103, correctional officers, as defined under Section 53-13-104, and public safety dispatchers, as defined under Section 53-6-102, employed by the state shall comply with Section 67-19-12, except that ~~[-(1)]~~ the market comparability of state salary ranges for ~~[law enforcement officers, correctional officers, and public safety dispatchers]~~ these positions shall be based on a survey of salary ranges ~~[and survey of benefits]~~ of respectively:

(1) the three largest political subdivision law enforcement agencies~~[-]~~ in Utah;

(2) the three largest political subdivision entities employing correctional officers~~[-]~~ in Utah; and



28 (3) the three largest political subdivision entities employing public safety dispatchers[;
29 respectively, of any political subdivision of the state; and (2) when determining compensation;
30 the director shall consider the compensation under Subsection (1), internal comparisons, and
31 other factors in order to allow the state to recruit and retain the highest qualified law
32 enforcement officers, correctional officers, and public safety dispatchers] in Utah.

33 Section 2. **Effective date.**

34 This act takes effect on January 1, 2004.

Legislative Review Note
as of 12-17-02 11:12 AM

A limited legal review of this legislation raises no obvious constitutional or statutory concerns.

Office of Legislative Research and General Counsel

Fiscal Note
Bill Number SB0040

Pay Plan - Salary Survey Amendments

13-Jan-03

2:58 PM

State Impact

Any fiscal impact from this bill would be included in Market Comparability recommendations made by the Department of Human Resource Management.

Individual and Business Impact

No identifiable fiscal impact.

Office of the Legislative Fiscal Analyst