

EXECUTIVE COMPENSATION AMENDMENTS

2004 GENERAL SESSION

STATE OF UTAH

Sponsor: Michael G. Waddoups

LONG TITLE

General Description:

This bill increases salaries and salary ranges for certain state officers and employees.

Highlighted Provisions:

This bill:

- ▶ increases salaries for the governor, lieutenant governor, attorney general, state auditor, and state treasurer;
- ▶ increases salary ranges for certain identified state officers; and
- ▶ makes technical corrections.

Monies Appropriated in this Bill:

None

Other Special Clauses:

This bill takes effect on June 19, 2004.

Utah Code Sections Affected:

AMENDS:

67-22-1, as last amended by Chapter 250, Laws of Utah 2002

67-22-2, as last amended by Chapter 16, Laws of Utah 2003

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

Section 1. Section **67-22-1** is amended to read:

67-22-1. Compensation -- Constitutional offices.

(1) The Legislature fixes salaries for the constitutional offices as follows:



- 28 (a) Governor [~~\$100,600~~] \$101,600
- 29 (b) Lieutenant Governor [~~\$78,200~~] \$79,000
- 30 (c) Attorney General [~~\$84,600~~] \$85,400
- 31 (d) State Auditor [~~\$80,700~~] \$81,500
- 32 (e) State Treasurer [~~\$78,200~~] \$79,000
- 33 (2) The Legislature fixes benefits for the constitutional offices as follows:
- 34 (a) Governor:
- 35 (i) a vehicle for official and personal use;
- 36 (ii) housing;
- 37 (iii) household and security staff;
- 38 (iv) household expenses;
- 39 (v) retirement benefits as provided in Title 49;
- 40 (vi) health insurance;
- 41 (vii) dental insurance;
- 42 (viii) basic life insurance;
- 43 (ix) workers' compensation;
- 44 (x) required employer contribution to Social Security;
- 45 (xi) long-term disability income insurance; and
- 46 (xii) the same additional state paid life insurance available to other noncareer service
- 47 employees.
- 48 (b) Lieutenant governor, attorney general, state auditor, and state treasurer:
- 49 (i) a vehicle for official and personal use;
- 50 (ii) the option of participating in a state retirement system established by Title 49,
- 51 Chapter 12, Public Employees' Contributory Retirement Act, or Chapter 13, Public Employees'
- 52 Noncontributory Retirement Act, or in a deferred compensation plan administered by the State
- 53 Retirement Office, in accordance with the Internal Revenue Code and its accompanying rules
- 54 and regulations;
- 55 (iii) health insurance;
- 56 (iv) dental insurance;
- 57 (v) basic life insurance;
- 58 (vi) workers' compensation;

59 (vii) required employer contribution to Social Security;
 60 (viii) long-term disability income insurance; and
 61 (ix) the same additional state paid life insurance available to other noncareer service
 62 employees.

63 (c) Each constitutional office shall pay the cost of the additional state-paid life
 64 insurance for its constitutional officer from its existing budget.

65 Section 2. Section **67-22-2** is amended to read:

66 **67-22-2. Compensation -- Other state officers.**

67 (1) The governor shall establish salaries for the following state officers within the
 68 following salary ranges fixed by the Legislature:

69 State Officer	Salary Range
70 Commissioner of Agriculture and Food	[\$64,600 - \$87,500] <u>\$65,200 - \$88,400</u>
71 Commissioner of Insurance	[\$64,600 - \$87,500] <u>\$65,200 - \$88,400</u>
72 Commissioner of the Labor Commission	[\$64,600 - \$87,500] <u>\$65,200 - \$88,400</u>
73 Director, Alcoholic Beverage Control	
74 Commission	[\$64,600 - \$87,500] <u>\$65,200 - \$88,400</u>
75 Commissioner, Department of	
76 Financial Institutions	[\$64,600 - \$87,500] <u>\$65,200 - \$88,400</u>
77 Members, Board of Pardons and Parole	[\$64,600 - \$87,500] <u>\$65,200 - \$88,400</u>
78 Executive Director, Department	
79 of Commerce	[\$64,600 - \$87,500] <u>\$65,200 - \$88,400</u>
80 Executive Director, Commission on	
81 Criminal and Juvenile Justice	[\$64,600 - \$87,500] <u>\$65,200 - \$88,400</u>
82 Adjutant General	[\$64,600 - \$87,500] <u>\$65,200 - \$88,400</u>
83 Chair, Tax Commission	[\$69,900 - \$94,300] <u>\$70,600 - \$95,200</u>
84 Commissioners, Tax Commission	[\$69,900 - \$94,300] <u>\$70,600 - \$95,200</u>
85 Executive Director, Department of	
86 Community and Economic	
87 Development	[\$69,900 - \$94,300] <u>\$70,600 - \$95,200</u>
88 Executive Director, Tax Commission	[\$69,900 - \$94,300] <u>\$70,600 - \$95,200</u>
89 Chair, Public Service Commission	[\$69,900 - \$94,300] <u>\$70,600 - \$95,200</u>

90	[Commissioner] <u>Commissioners,</u>	
91	Public Service Commission	[\$69,900 - \$94,300] <u>\$70,600 - \$95,200</u>
92	Executive Director, Department	
93	of Corrections	[\$76,000 - \$102,600] <u>\$76,800 - \$103,600</u>
94	Commissioner, Department of Public Safety	[\$76,000 - \$102,600] <u>\$76,800 - \$103,600</u>
95	Executive Director, Department of	
96	Natural Resources	[\$76,000 - \$102,600] <u>\$76,800 - \$103,600</u>
97	Director, Governor's Office of Planning	
98	and Budget	[\$76,000 - \$102,600] <u>\$76,800 - \$103,600</u>
99	Executive Director, Department of	
100	Administrative Services	[\$76,000 - \$102,600] <u>\$76,800 - \$103,600</u>
101	Executive Director, Department of	
102	Human Resource Management	[\$76,000 - \$102,600] <u>\$76,800 - \$103,600</u>
103	Executive Director, Department of	
104	Environmental Quality	[\$76,000 - \$102,600] <u>\$76,800 - \$103,600</u>
105	[State Olympic Officer]	\$82,800 - \$111,800]
106	Executive Director, Department of	
107	Workforce Services	[\$82,800 - \$111,800] <u>\$83,600 - \$112,900</u>
108	Executive Director, Department of	
109	Health	[\$82,800 - \$111,800] <u>\$83,600 - \$112,900</u>
110	Executive Director, Department	
111	of Human Services	[\$82,800 - \$111,800] <u>\$83,600 - \$112,900</u>
112	Executive Director, Department	
113	of Transportation	[\$82,800 - \$111,800] <u>\$83,600 - \$112,900</u>
114	Chief Information Officer	[\$82,800 - \$111,800] <u>\$83,600 - \$112,900</u>

115 (2) (a) The Legislature fixes benefits for the state offices outlined in Subsection (1) as
 116 follows:

117 (i) the option of participating in a state retirement system established by Title 49, Utah
 118 State Retirement and Insurance Benefit Act, or in a deferred compensation plan administered
 119 by the State Retirement Office in accordance with the Internal Revenue Code and its
 120 accompanying rules and regulations;

- 121 (ii) health insurance;
- 122 (iii) dental insurance;
- 123 (iv) basic life insurance;
- 124 (v) unemployment compensation;
- 125 (vi) workers' compensation;
- 126 (vii) required employer contribution to Social Security;
- 127 (viii) long-term disability income insurance;
- 128 (ix) the same additional state-paid life insurance available to other noncareer service
- 129 employees;
- 130 (x) the same severance pay available to other noncareer service employees;
- 131 (xi) the same sick leave, converted sick leave, educational allowances, and holidays
- 132 granted to Schedule B state employees, and the same annual leave granted to Schedule B state
- 133 employees with more than ten years of state service;
- 134 (xii) the option to convert accumulated sick leave to cash or insurance benefits as
- 135 provided by law or rule upon resignation or retirement according to the same criteria and
- 136 procedures applied to Schedule B state employees;
- 137 (xiii) the option to purchase additional life insurance at group insurance rates according
- 138 to the same criteria and procedures applied to Schedule B state employees; and
- 139 (xiv) professional memberships if being a member of the professional organization is a
- 140 requirement of the position.
- 141 (b) Each department shall pay the cost of additional state-paid life insurance for its
- 142 executive director from its existing budget.
- 143 (3) The Legislature fixes the following additional benefits:
- 144 (a) for the executive director of the State Tax Commission a vehicle for official and
- 145 personal use;
- 146 (b) for the executive director of the Department of Transportation a vehicle for official
- 147 and personal use;
- 148 (c) for the executive director of the Department of Natural Resources a vehicle for
- 149 commute and official use;
- 150 (d) for the Commissioner of Public Safety:
- 151 (i) an accidental death insurance policy if POST certified; and

- 152 (ii) a public safety vehicle for official and personal use;
- 153 (e) for the executive director of the Department of Corrections:
- 154 (i) an accidental death insurance policy if POST certified; and
- 155 (ii) a public safety vehicle for official and personal use;
- 156 (f) for the Adjutant General a vehicle for official and personal use; and
- 157 (g) for each member of the Board of Pardons and Parole a vehicle for commute and
- 158 official use.

159 (4) (a) The governor has the discretion to establish a specific salary for each office
160 listed in Subsection (1), and, within that discretion, may provide salary increases within the
161 range fixed by the Legislature.

162 (b) The governor shall apply the same overtime regulations applicable to other FLSA
163 exempt positions.

164 (c) The governor may develop standards and criteria for reviewing the performance of
165 the state officers listed in Subsection (1).

166 (5) Salaries for other Schedule A employees, as defined in Section 67-19-15, which are
167 not provided for in this chapter, or in Title 67, Chapter 8, Utah Executive and Judicial Salary
168 Act, shall be established as provided in Section 67-19-15.

169 Section 3. **Effective date.**

170 This bill takes effect on June 19, 2004.

Legislative Review Note
as of 3-2-04 11:03 AM

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

Office of Legislative Research and General Counsel

State Impact

The cost of the salary increases for elected officials proposed by this bill is \$4,900 from the General Fund in FY 2005. This bill also increases the minimum and maximum rates of the executive pay plan for appointed officials by one percent. Any fiscal impact for executive branch agencies will depend upon salary increases approved by the Governor within the authorized ranges.

	<u>FY 2005</u> <u>Approp.</u>	<u>FY 2006</u> <u>Approp.</u>	<u>FY 2005</u> <u>Revenue</u>	<u>FY 2006</u> <u>Revenue</u>
General Fund	\$4,900	\$4,900	\$0	\$0
TOTAL	\$4,900	\$4,900	\$0	\$0

Individual and Business Impact

No fiscal impact.
