

1                                   **EXECUTIVE COMPENSATION REVISIONS**

2   2007 GENERAL SESSION

3   STATE OF UTAH

4   **Chief Sponsor: David Clark**

5   Senate Sponsor: Curtis S. Bramble

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7 **LONG TITLE**

8 **General Description:**

9                   This bill increases salaries, salary ranges, and benefits for constitutional officers and  
10 certain other state officers.

11 **Highlighted Provisions:**

12                   This bill:

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

17 **Monies Appropriated in this Bill:**

18                   None

19 **Other Special Clauses:**

20                   This bill takes effect July 1, 2007.

21                   This bill coordinates with H.B. 304, State Treasurer Compensation by providing  
22 superseding amendments.

23 **Utah Code Sections Affected:**

24 AMENDS:

25                   **67-22-1**, as last amended by Chapter 283, Laws of Utah 2006

26                   **67-22-2**, as last amended by Chapters 123, 128, 139 and 338, Laws of Utah 2006

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

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

30 **67-22-1. Compensation -- Constitutional offices.**

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

32 (a) governor: ~~[\$104,100]~~ \$107,200;

33 (b) lieutenant governor: 95% of the governor's salary  
34 beginning July 1, 2006;

35 (c) attorney general: 95% of the governor's salary;

36 (d) state auditor: ~~[\$83,500]~~ \$86,000; and

37 (e) state treasurer: ~~[\$81,000]~~ \$83,400.

38 (2) The Legislature fixes benefits for the constitutional offices as follows:

39 (a) Governor:

40 (i) a vehicle for official and personal use;

41 (ii) housing;

42 (iii) household and security staff;

43 (iv) household expenses;

44 (v) retirement benefits as provided in Title 49;

45 (vi) health insurance;

46 (vii) dental insurance;

47 (viii) basic life insurance;

48 (ix) workers' compensation;

49 (x) required employer contribution to Social Security;

50 (xi) long-term disability income insurance; and

51 (xii) the same additional state paid life insurance available to other noncareer service  
52 employees.

53 (b) Lieutenant governor, attorney general, state auditor, and state treasurer:

54 (i) a vehicle for official and personal use;

55 (ii) the option of participating in a state retirement system established by Title 49,

56 Chapter 12, Public Employees' Contributory Retirement Act, or Chapter 13, Public Employees'

57 Noncontributory Retirement Act, or in a deferred compensation plan administered by the State

58 Retirement Office, in accordance with the Internal Revenue Code and its accompanying rules  
59 and regulations;

60 (iii) health insurance;

61 (iv) dental insurance;

62 (v) basic life insurance;

63 (vi) workers' compensation;

64 (vii) required employer contribution to Social Security;

65 (viii) long-term disability income insurance; and

66 (ix) the same additional state paid life insurance available to other noncareer service  
67 employees.

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

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

71 **67-22-2. Compensation -- Other state officers.**

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

74 State Officer	Salary Range
75 Commissioner of Agriculture and Food	<del>[\$66,800 - \$90,600]</del> <u>\$68,800 - \$93,300</u>
76 Commissioner of Insurance	<del>[\$66,800 - \$90,600]</del> <u>\$68,800 - \$93,300</u>
77 Commissioner of the Labor Commission	<del>[\$66,800 - \$90,600]</del> <u>\$68,800 - \$93,300</u>
78 Director, Alcoholic Beverage Control	
79 Commission	<del>[\$66,800 - \$90,600]</del> <u>\$68,800 - \$93,300</u>
80 Members, Board of Pardons and Parole	<del>[\$66,800 - \$90,600]</del> <u>\$68,800 - \$93,300</u>
81 Executive Director, Department	
82 of Commerce	<del>[\$66,800 - \$90,600]</del> <u>\$68,800 - \$93,300</u>
83 Executive Director, Commission on	
84 Criminal and Juvenile Justice	<del>[\$66,800 - \$90,600]</del> <u>\$68,800 - \$93,300</u>
85 Adjutant General	<del>[\$66,800 - \$90,600]</del> <u>\$68,800 - \$93,300</u>

**H.B. 2****Enrolled Copy**

86	Chair, Tax Commission	<del>[\$72,400 - \$97,600]</del> <u>\$74,600 - \$100,500</u>
87	Commissioners, Tax Commission	<del>[\$72,400 - \$97,600]</del> <u>\$74,600 - \$100,500</u>
88	Executive Director, Department of	
89	Community and Culture	<del>[\$72,400 - \$97,600]</del> <u>\$74,600 - \$100,500</u>
90	Executive Director, Tax Commission	<del>[\$72,400 - \$97,600]</del> <u>\$74,600 - \$100,500</u>
91	Chair, Public Service Commission	<del>[\$72,400 - \$97,600]</del> <u>\$74,600 - \$100,500</u>
92	Commissioners, Public Service	
93	Commission	<del>[\$72,400 - \$97,600]</del> <u>\$74,600 - \$100,500</u>
94	Executive Director, Department	
95	of Corrections	<del>[\$78,700 - \$106,200]</del> <u>\$81,100 - \$109,400</u>
96	Commissioner, Department of Public Safety	<del>[\$78,700 - \$106,200]</del> <u>\$81,100 - \$109,400</u>
97	Executive Director, Department of	
98	Natural Resources	<del>[\$78,700 - \$106,200]</del> <u>\$81,100 - \$109,400</u>
99	Director, Governor's Office of Planning	
100	and Budget	<del>[\$78,700 - \$106,200]</del> <u>\$81,100 - \$109,400</u>
101	Executive Director, Department of	
102	Administrative Services	<del>[\$78,700 - \$106,200]</del> <u>\$81,100 - \$109,400</u>
103	Executive Director, Department of	
104	Human Resource Management	<del>[\$78,000 - \$106,200]</del> <u>\$81,100 - \$109,400</u>
105	Executive Director, Department of	
106	Environmental Quality	<del>[\$78,700 - \$106,200]</del> <u>\$81,100 - \$109,400</u>
107	Director, Governor's Office	
108	of Economic Development	<del>[\$78,700 - \$106,200]</del> <u>\$81,100 - \$109,400</u>
109	Executive Director, Utah Science	
110	Technology and Research	
111	Governing Authority	<del>[\$78,700 - \$106,200]</del> <u>\$81,100 - \$109,400</u>
112	Executive Director, Department of	
113	Workforce Services	<del>[\$85,700 - \$115,700]</del> <u>\$88,300 - \$119,200</u>

114	Executive Director, Department of	
115	Health, Nonphysician	<del>[\$85,700 - \$115,700]</del> <u>\$88,300 - \$119,200</u>
116	Executive Director, Department	
117	of Human Services	<del>[\$85,700 - \$115,700]</del> <u>\$88,300 - \$119,200</u>
118	Executive Director, Department	
119	of Transportation	<del>[\$85,700 - \$115,700]</del> <u>\$88,300 - \$119,200</u>
120	Executive Director, Department	
121	of Information Technology	
122	Services	<del>[\$85,700 - \$115,700]</del> <u>\$88,300 - \$119,200</u>

123 (b) If the executive director of the Department of Health is a physician, the governor  
124 shall establish a salary within the highest physician salary range established by the Department  
125 of Human Resource Management.

126 (c) The governor shall establish the salary for the commissioner of the Department of  
127 Financial Institutions to be no less than 110% and no more than 120% of the highest salary  
128 paid to any other employee of the Department of Financial Institutions.

129 (2) (a) The Legislature fixes benefits for the state officers outlined in Subsection (1) as  
130 follows:

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

135 (ii) health insurance;

136 (iii) dental insurance;

137 (iv) basic life insurance;

138 (v) unemployment compensation;

139 (vi) workers' compensation;

140 (vii) required employer contribution to Social Security;

141 (viii) long-term disability income insurance;

142 (ix) the same additional state-paid life insurance available to other noncareer service  
143 employees;

144 (x) the same severance pay available to other noncareer service employees;

145 (xi) the same leave, holidays, and allowances granted to Schedule B state employees as  
146 follows:

147 (A) sick leave;

148 (B) converted sick leave if accrued prior to January 1, 2014;

149 (C) educational allowances;

150 (D) holidays; and

151 (E) annual leave except that annual leave shall be accrued at the maximum rate  
152 provided to Schedule B state employees;

153 (xii) the option to convert accumulated sick leave to cash or insurance benefits as  
154 provided by law or rule upon resignation or retirement according to the same criteria and  
155 procedures applied to Schedule B state employees;

156 (xiii) the option to purchase additional life insurance at group insurance rates according  
157 to the same criteria and procedures applied to Schedule B state employees; and

158 (xiv) professional memberships if being a member of the professional organization is a  
159 requirement of the position.

160 (b) Each department shall pay the cost of additional state-paid life insurance for its  
161 executive director from its existing budget.

162 (3) The Legislature fixes the following additional benefits:

163 (a) for the executive director of the State Tax Commission a vehicle for official and  
164 personal use;

165 (b) for the executive director of the Department of Transportation a vehicle for official  
166 and personal use;

167 (c) for the executive director of the Department of Natural Resources a vehicle for  
168 commute and official use;

169 (d) for the Commissioner of Public Safety:

- 170 (i) an accidental death insurance policy if POST certified; and
- 171 (ii) a public safety vehicle for official and personal use;
- 172 (e) for the executive director of the Department of Corrections:
- 173 (i) an accidental death insurance policy if POST certified; and
- 174 (ii) a public safety vehicle for official and personal use;
- 175 (f) for the Adjutant General a vehicle for official and personal use; and
- 176 (g) for each member of the Board of Pardons and Parole a vehicle for commute and
- 177 official use.

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

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

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

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

188 **Section 3. Effective date.**

189 This bill takes effect July 1, 2007.

190 **Section 4. Coordinating H.B. 2 with H.B. 304 -- Superseding amendments.**

191 If this H.B. 2 and H.B. 304, State Treasurer Compensation, both pass, it is the intent of  
192 the Legislature that the amendments to Section 67-22-1 in H.B. 304, supersede the  
193 amendments to Section 67-22-1 in this bill when the Office of Legislative Research and  
194 General Counsel prepares the Utah Code database for publication.