

NASPE Communication Awards Nomination

Corrections and Public Safety Data Request

State of Utah Department of Human Resource Management

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1. Provide a brief description of the submission.

The Utah Department of Human Resource Management (DHRM) gathered and analyzed data regarding turnover, pay, and the comparison of compensation for the public safety jobs at the Department of Corrections to Department of Public Safety. The data was presented to members of the Governor's Office of Planning and Budget, agency executive management, and a member of the State of Utah House of Representatives.

2. How long has the submission been in existence?

The project was completed late in 2015 specifically for the use in the 2016 legislative session.

3. Why was the submission created?

DHRM was asked by a member of the Utah House of Representatives who co-chairs the Executive Offices and Criminal Justice Appropriations Subcommittee to provide information regarding compensation issues at the Utah Department of Corrections. For the past several years compensation of Correctional Officers has been a major concern for the Department of Corrections and has been a common topic of discussion for the legislative subcommittee. Additionally, employee groups had been heavily involved in lobbying for additional pay and have provided information to legislators that DHRM studied to determine their applicability to Correctional Officer pay in the state of Utah. The legislator who requested this data felt that because there was so much information being disseminated surrounding these areas and he wasn't sure what data could be trusted when evaluating requests for money. While his request was for information regarding Correctional Officers, because his subcommittee also oversees the budget for the Department of Public Safety, and Trooper pay is often compared to the Correctional Officer pay, it was determined that data for both jobs should be analyzed.

4. How does this submission support the goals and objectives of your agenda/department?

DHRM has made efforts over the past year to become more strategic in supporting agencies to become a partner in their goals and missions. This was an important project in doing this as we were able to analyze the compensation and turnover data for Correctional Officers and Troopers in depth to try and determine the underlying cause of their issues and begin discussions on the best course of action to address these going

forward. We were able to show how we can be of value to our customer agencies in doing more than traditional transactional human resources functions. This project enabled DHRM to gain credibility with the Utah State Legislature and to take an active role in helping them make policy decisions for Correctional Officers and Troopers. The member of the Utah House of Representatives who initiated the project reported that the information presented was extremely helpful in giving him an accurate picture using data to understand the challenges our law enforcement agencies are facing.

5. Have you been able to measure the effectiveness of this submission? If so, how?

Correctional Officer and Trooper pay was again a topic that was debated at length during the Utah legislative session. In the Executive Offices and Criminal Justice Appropriations Subcommittee, the data that we had provided was brought up and discussed by the co-chair. While very few requests for targeted funding for specific jobs were funded by the legislature this year, Correctional Officers and Troopers both received substantial amounts of money in order to bring them closer to market and address some of the turnover concerns that were highlighted in our data.

Attachment: Corrections and Public Safety Data Request Powerpoint