

High Visibility Enforcement (GEARS Shifts) Quick Guide



Saving lives on Utah roads takes teamwork. Through federal funding agreements, the Utah Highway Safety Office (UHSO) empowers law enforcement agencies to conduct data-driven, overtime traffic enforcement where it matters most.



Time and Money:

- These shifts are to be worked by officers who have exceeded their regular working hours during the pay period and are paid at the appropriate time-and-a-half overtime rate plus standard benefits.
 - Reserve officers are not eligible
 - "Comp time," leave accrual, or time banking is not eligible.
- Shifts are generally **5 hours**
 - Comments required to justify longer shift

Focus Areas:

- DUI
- Seat Belts
- Pedestrians
- Speed
- Distracted Driving
- Community Engagement

Key Operational Rules:

- End the HVE shift if non-traffic incidents take you away for more than 30 cumulative minutes.
 - Splitting shift time is not eligible for reimbursement.
- It is recommended to have at least 2 contacts per hour
 - Explain in the comments if fewer
- **Submit an operational plan** to the program manager before conducting:
 - DUI checkpoints & blitzes
 - Pedestrian enforcement
 - Community Engagement shifts

Reporting & Deadlines:

- Complete a UHSO stat form for every officer, every shift
- All activity reports must be submitted **within 21 calendar days** of the end of the enforcement period
- Missing the deadline may result in the UHSO denying your reimbursement
- Your agency must keep all HVE records for **4 years** for audit purposes