DCEA
Employee Association

SEPTEMBER 30, 2019 FOR 2020 BUDGET COMMITTEE PRESENTATION

Acknowledgements of 2019

- Maintained maximum 3.5% merit increase for Employee Performance Appraisals
- Maintain 80/20 Health Care Benefits
- Maintained 4% 401K Match
- Maintain Dental and Optical Insurance
- 1% Market Adjustment
- HSA Contribution of $750 /$1500
- Ice Cream afternoon

Thank you

- Davis County Employees Association
- Since 1978

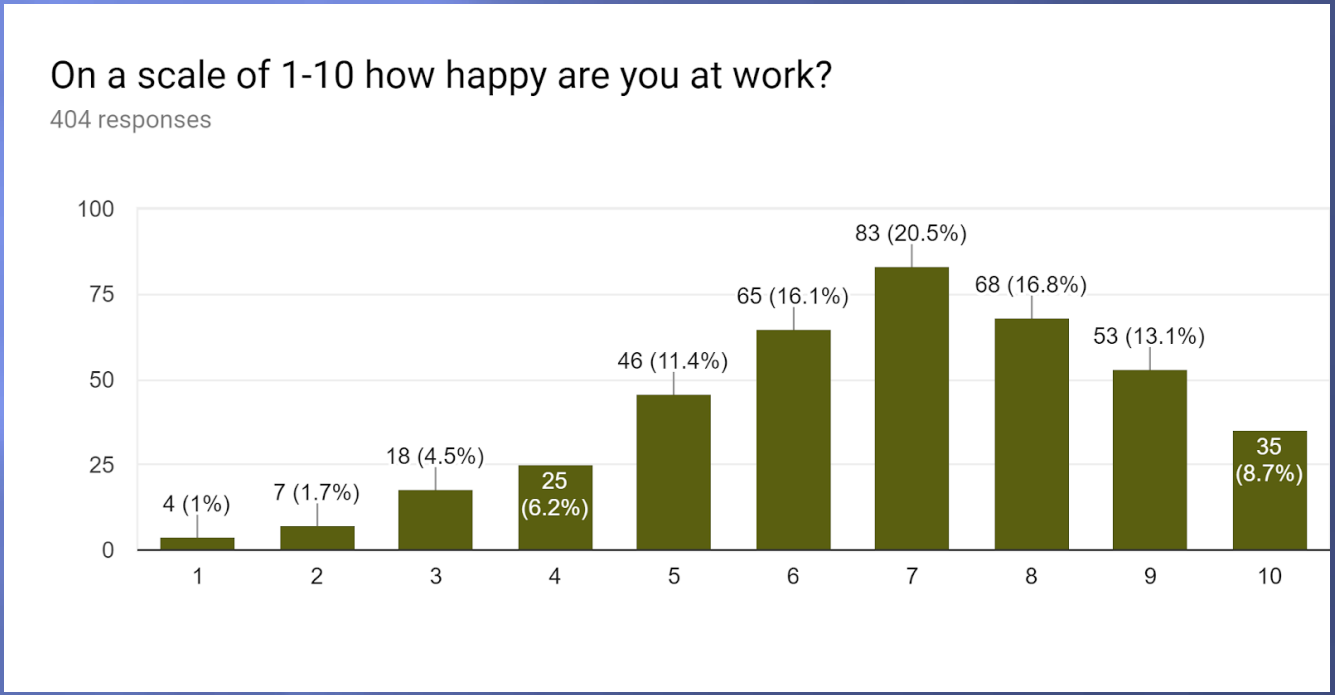
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Survey Results

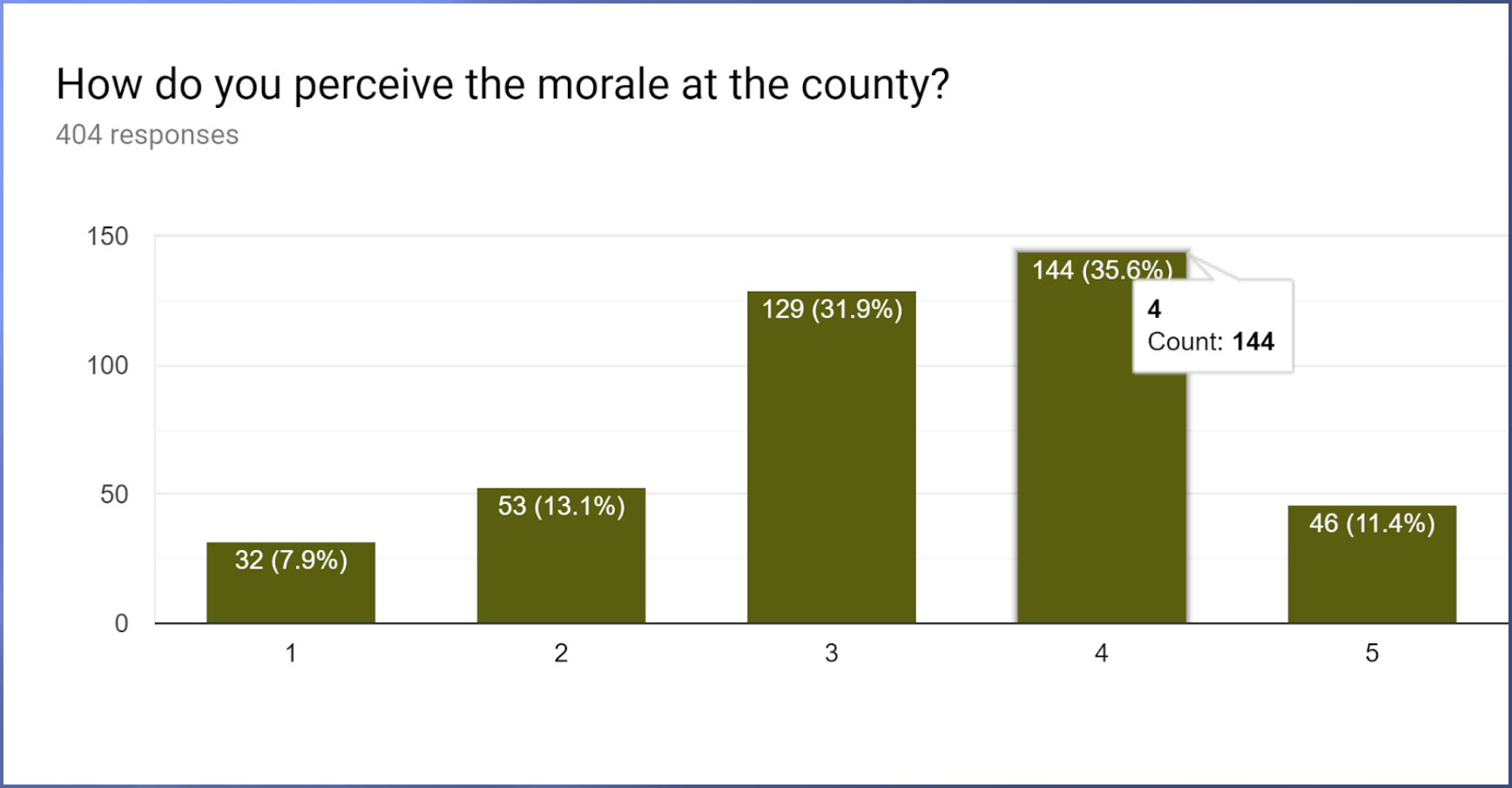
- These results are not completely accurate due to the fact that some people were afraid that their answers would be tracked and feared negative action from supervisors.

Employee Survey Results

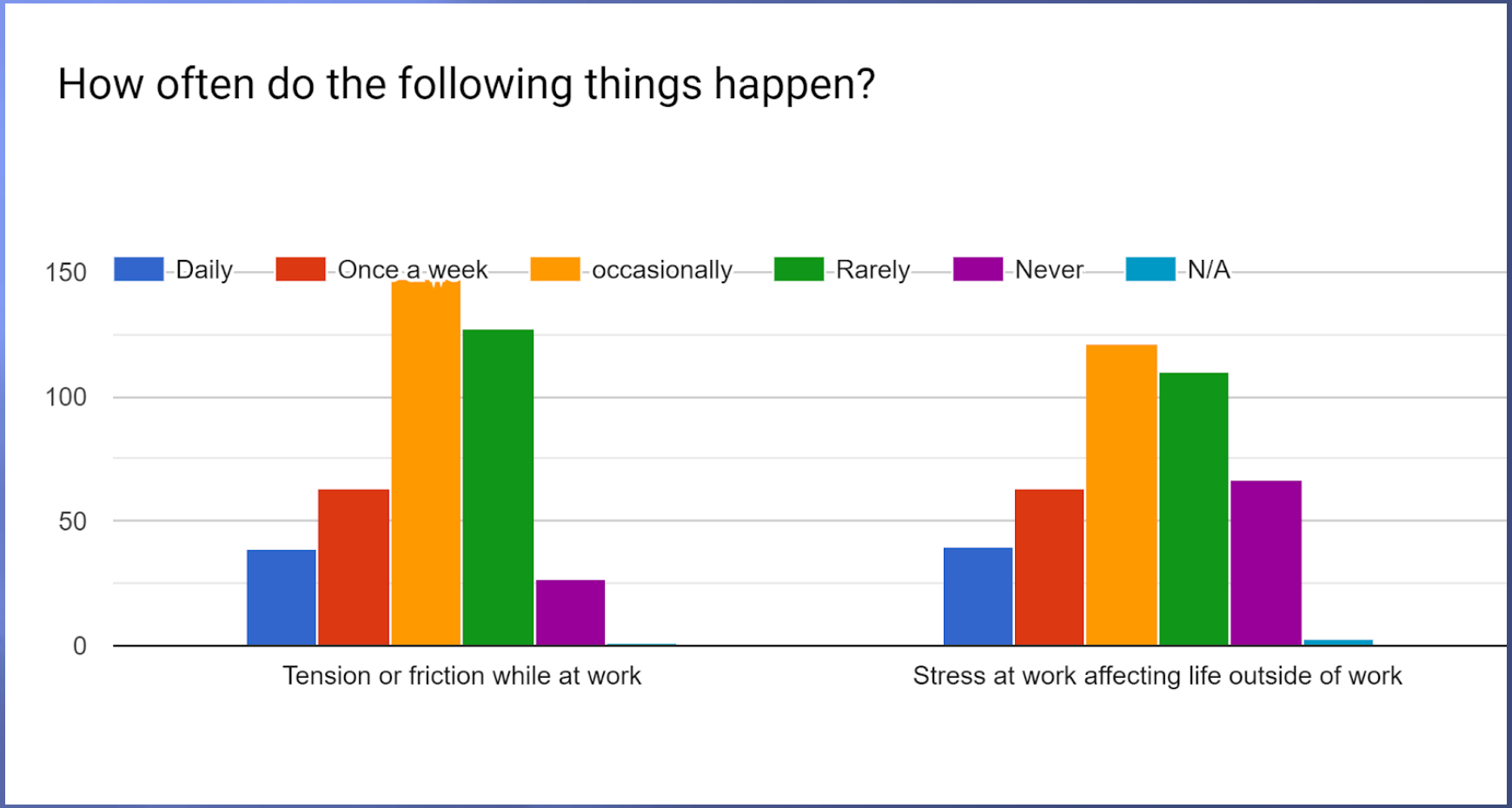
On a scale of 1-10 how happy are you at work?



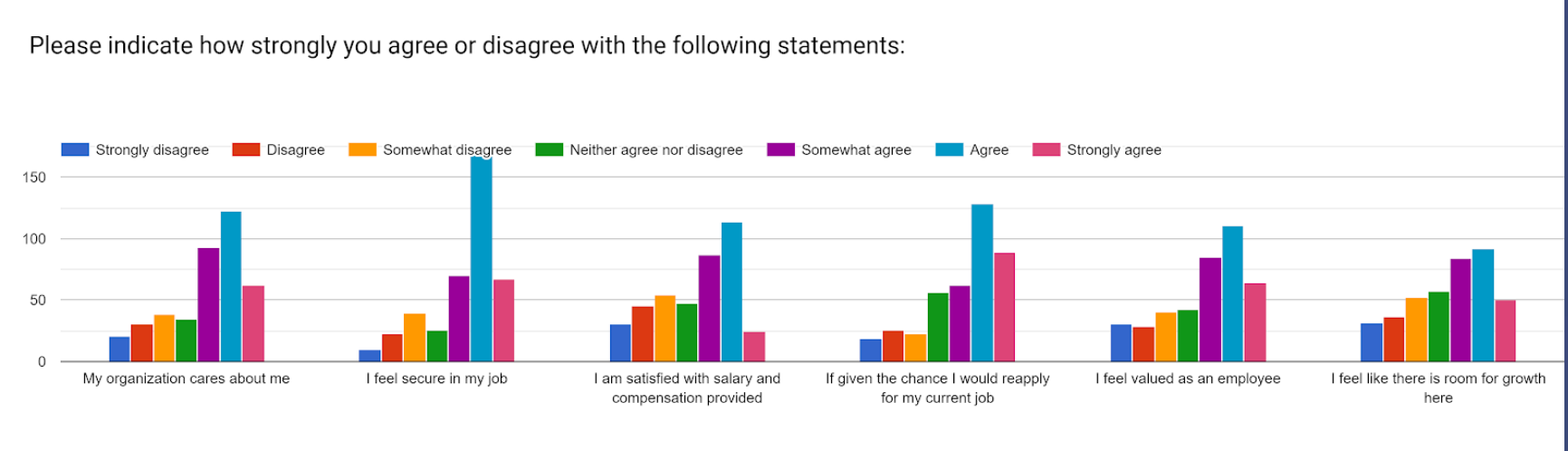
How do you perceive the morale at the county?



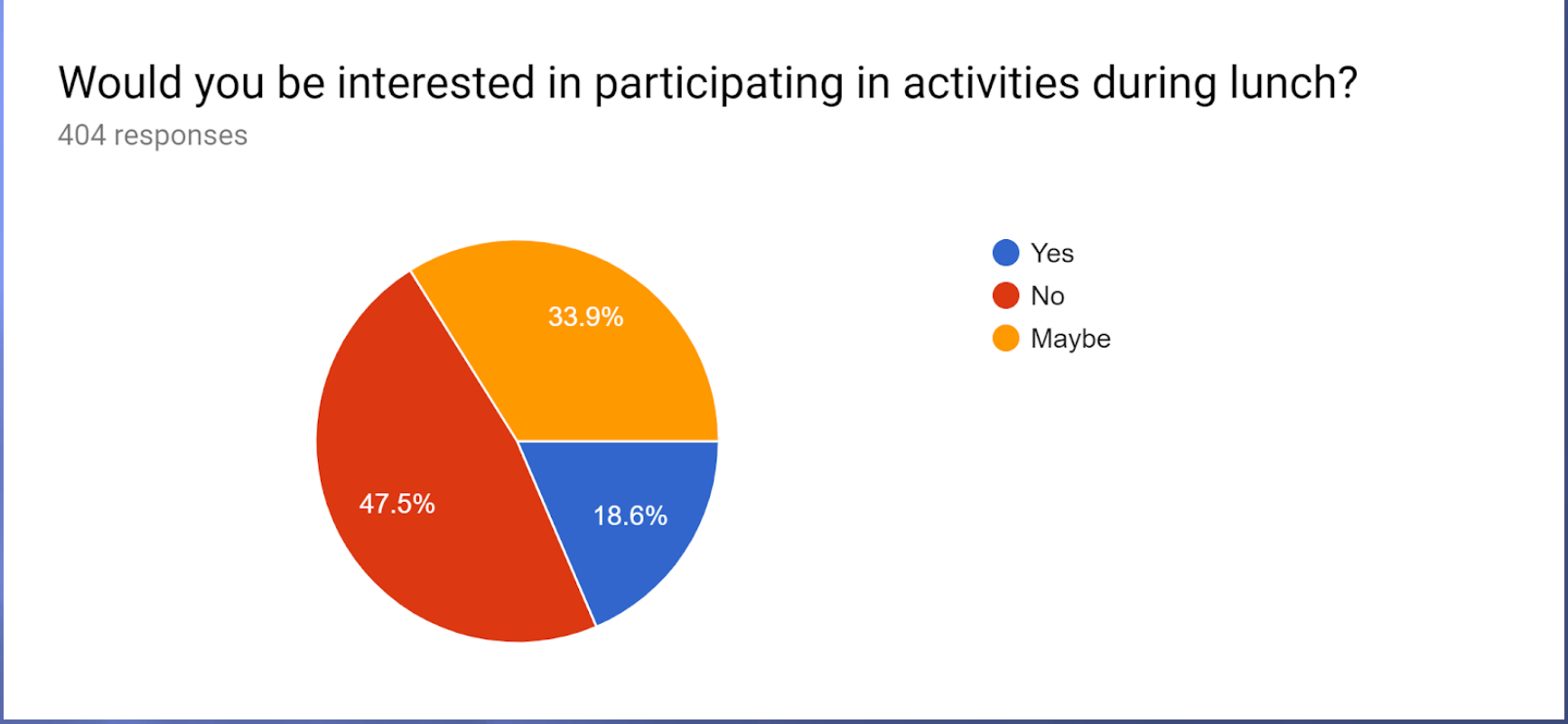
How often do the following things happen?



Please indicate how strongly you agree or disagree with the following statements:



Would you be interested in participating in activities during lunch?



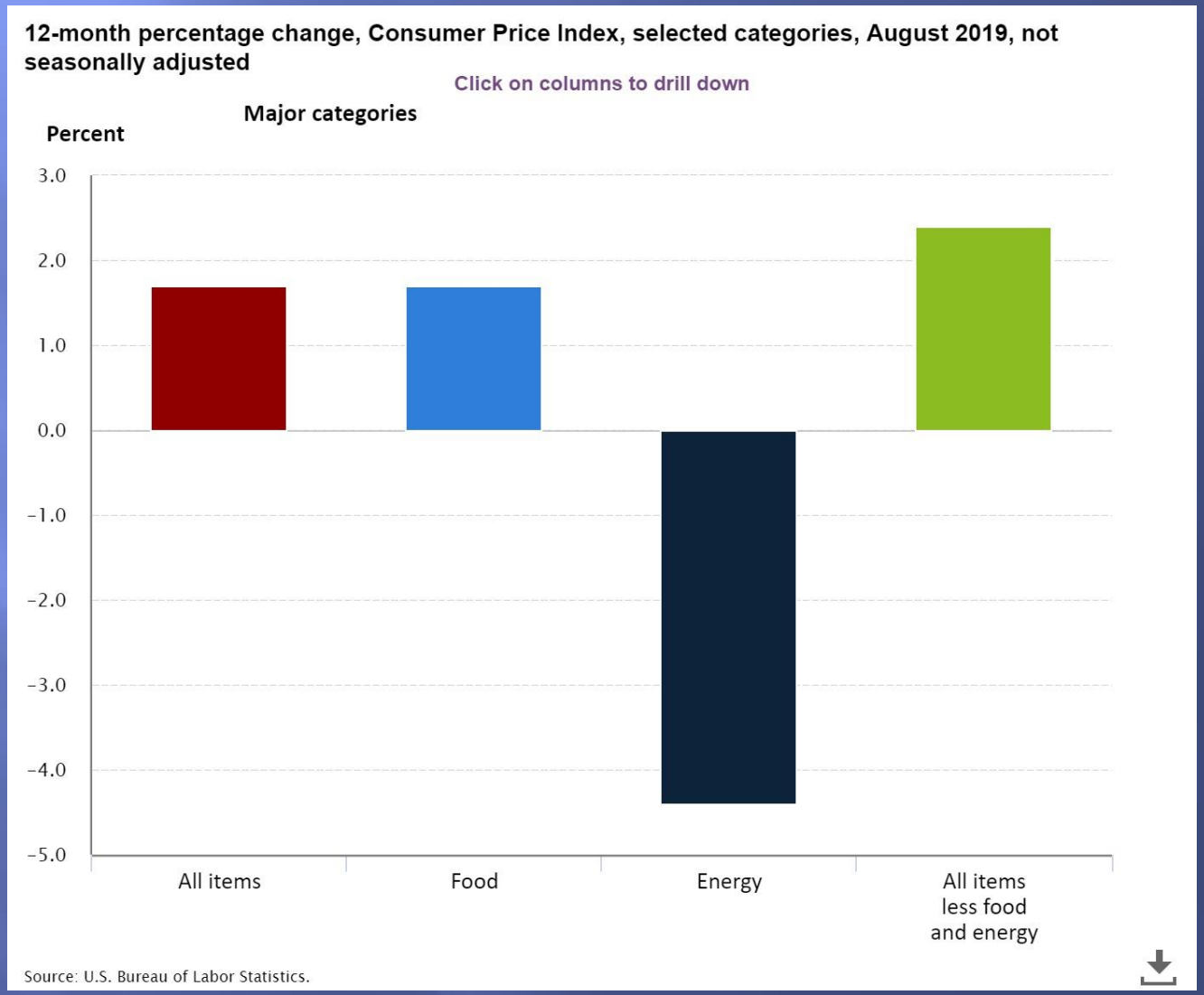
What suggestions do you have to make work more enjoyable?

- Flexible work schedules / Telecommuting.
  - Allowing Alternative work schedules.
- Paid exercise time.
- Career ladders
- Personnel Preference Day (Birthday off)

Additional Comment/Concerns

- Many employees are unaware they can sign up for DCEA or DCSEA
- Concerns that some policies are heavy handed or not employee friendly
- A bathroom downstairs by the gym
- Please notice the good things employees are doing
- Loved the Ice Cream afternoon

Consumer Price Index History



Challenges for 2020

- Maintaining Current Benefits Performance Appraisal Max at 3.5%
- Maintaining some type of Market Adjustment/COLA
- Some people want more activities yet 47.5% say they would not participate in lunch time activities.
- A Consistent Policy on time to participate on the DCEA Board
- County Morale

Recommendations / Requests

We request that this committee make every effort to maintain our current benefit package and provide sufficient funding to maintain these benefits through the 2020 fiscal year.

- 2% Market Adjustment
- Merit increase maximum 3.5%
- 4% match of contribution into 401(K)
- Insurance premium 80/20 split for Traditional
- HSA 90/10 split for Star Plan.
- Insurance maintain current rates
- HSA Contribution of $750 /$1500
- Dental and Opticare

Thank You!

Questions?

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