

Statutory Responsibilities of County HR Departments

- **CPMA** – Utah Code 33-17 County = Establish an Office of Personnel Management
- Establish and Maintain Merit System of Employment
- Establish and Maintain County Career Service Council
- Establish and Maintain Position Classification Plan
- Establish and Maintain Compensation and Benefits Plan
- Establish and Maintain System for Paying Employees (Payroll)
- Establish and Maintain System for Fair Job Recruitment
- Establish and Maintain Applicant Registers (applicants and reappointments) as applicable
- Establish and Maintain System for Evaluating Employee Performance
- Establish and Maintain Personnel Policies
- Establish and Maintain Grievance and Appeals Procedure
- Establish and Maintain Compliance with Labor Code Requirements

Impacts: Non-Statutory - Employee Appreciation and Wellness Incentives – Employee Morale and Employee Wellbeing – including potential impact on County Health Plan utilization rates (our Medical Loss Ratio [MLR] could go up and then rates would follow).

Statutory Responsibilities of Risk

- Regular Safety Training
- OSHA 300 Log Annually
- First Report of Injury
- Arrangements for occupational medical care (Work Med)
- Claims Processing

Impacts: Non-Statutory - Reduce safety training incentives - Negatively Impact Work Comp Utilization (eMod) – poor performance within eMod means Workers Compensation rates could go up (3 year leveling process).

BUDGET REDUCTION 2026 STRESS TEST
HUMAN RESOURCES = \$49,842.19

FUND	DESCRIPTION	REDUCTION AMOUNT	Notes:
1010134.540272	Employee Awards	\$ 26,000.00	Empl Appreciation Event
1010134.540269	Employee Wellness	\$ 6,000.00	\$12,000 budget for '25
1010134.540272	Advertising	\$ 6,000.00	\$11,000 budget for '25
1010134.540210	Subs & Memberships	\$ 2,000.00	\$7,000 budget for '25
1010134.540220	Public Notices	\$ 3,000.00	\$3,000 budget for '25
1010134.542240	Office Supplies	\$ 2,842.19	\$8,600 budget for '25
6110840.540272	Employee Awards	\$ 4,000.00	\$8,000 budget for '25
	TOTAL	\$ 49,842.19	