

AGENDA ITEM # II-A.

FIVE COUNTY ASSOCIATION OF GOVERNMENTS
FRINGE BENEFITS
FY 2016

	<u>Present</u>	<u>Proposed</u>
A. Social Security Match on Gross Salaries	7.65%	7.65%
B. Utah State Retirement on Gross Salaries		
Contributory System	20.46%	20.46%
Non Contributory System	18.47%	18.47%
Tier 2 Non Contributory System	16.72%	16.69%
Post Retired	6.61%	6.61%
C. SelectHealth, Utah Local Governments Trust & PEHP Insurance		
Employee Coverage	546.70	
EE + Spouse	1,026.94	
EE + Child	964.44	
EE + Children	1,006.25	
Family Coverage	1,526.05	
D. Worker's Compensation		
County Employee	.0210	.0227
Clerical Employee	.0017	.0016
E. Unemployment Insurance		
Utah Dept. of Workforce Services on first \$31,300 gross salaries x .013 = \$406.90	.014	.013
F. Salary Deferral Program		
Utah State Retirement - 457, 401K, and IRA Programs voluntary to post-1995 employees 1.25% match to pre-1995 employees (Diane, Jo, Janeil, Curt)		
G. Holidays		
12 Paid Holidays		
H. Vacation and Sick Leave (4 hours per pay period for benefitted employees)		
I. Pay for Performance		
J. COLA		

AGENDA ITEM # II-A. (Continued)

	<u>Present</u>	<u>Proposed</u>
SelectHealth Medical EMPLOYEE	481.40	
SelectHealth Medical EMPLOYEE/SPOUSE	938.60	
SelectHealth Medical EMPLOYEE/CHILD/CHILDREN	876.10	
SelectHealth Medical FAMILY	1395.90	
ULGT Vision/Life/LTC SINGLE	20.03	
ULGT Vision/Life/LTC DOUBLE	26.43	
ULGT Vision/Life/LTC FAMILY	36.43	
PEHP Dental SINGLE	45.27	
PEHP Dental DOUBLE	61.91	
PEHP Dental FAMILY	93.72	
Retiree's Medical (SelectHealth SINGLE)	481.40	
Retiree's Medical (SelectHealth DOUBLE)	938.60	
Retiree's Dental (PEHP SINGLE)	54.32	
Retiree's Dental (PEHP DOUBLE)	74.28	
<u>PAY INCREASE</u>		
July 1, 2008	2% COLA	
July 1, 2009	no COLA	
July 1, 2010	no COLA	
July 1, 2011	no COLA	
July 1, 2012	\$33 COLA	
July 1, 2013	\$71 COLA - no merit	
July 1, 2014	\$70 COLA - no merit	