



For Board Consideration

Greater Salt Lake Municipal Services District (MSD)

May 8, 2019

Item Under Consideration Employee Benefits.

Background:

The benefit evaluation committee met on April 29, 2019, and recommends to the Board the following benefits:

Prescription Benefits. In comparing prescription benefit options, the committee recommends option “C.”

Option “C” provides for a stable copay for the employee, in addition to being reasonably priced. The cost of the prescription has already been calculated into the health insurance premium; with option C there are no increased premium costs.

Some of the other options:

Option “A” had a negative impact on the employee, in that if any of the drugs listed in the tiers increased in cost, we would share the increase through increased premiums.

Option “B” was the most expensive option and would have increased the MSD’s premium cost by 1.5%.

Option “D” was not offered because we will have fewer than 50 employees.

Option “G” was the most expensive choice for the employee.

HSA/FSA. The Board decided it would be beneficial to sponsor an HSA (Health Savings Account) or FSA (Flexible Spending Account) through PEHP. If either an HSA or FSA is chosen, it will be entirely funded by the employee.

Sick Leave Accrual. The question of increasing sick leave accrual was raised by the employees, to allow for surgeries or in place of parental leave. It is the recommendation of the evaluation committee to allow for 160 hours of sick leave accrual per year, in case of significant health needs.

Parental leave is allowed under FMLA (Family Medical Leave Act); however, it is the intent of the MSD to offer *unpaid* Family Medical Leave.



Seniority. Employees inquired whether seniority will be factored into any RIF (Reduction in force) process. It is the recommendation of the benefit evaluation committee that this be addressed in the personnel policy.

Vacation Accrual. The question was asked whether relevant experience would be considered into years of service for vacation. Salt Lake County includes experience in a relevant field, including before County employment, in determining the level of vacation accrual during each pay period.

The Board previously decided that the employees coming into the MSD will bring with them their years of accrual, to fit into the vacation-accrual matrix established by the MSD.

New employees may be offered additional starting vacation time as a recruitment tool. The details will be outlined in the personnel policies.

Autism Health Coverage. It is the recommendation of the evaluation committee to offer autism health coverage at the same subsidized rate as other health offerings: 80% District, 20% employee. The autism coverage will cost \$1,000 per month, charged only for those employees who use the benefit.

Beginning Accrual for Sick and Vacation. The evaluation committee previously recommended that employees coming over to the MSD get 10 days (80 hours) of sick leave upon hire. The committee recommends that these employees also get 10 days (80 hours) of vacation leave upon hire.

90 Days Before Separation. The committee recommends that current Planning and Development employees who are not hired by the MSD remain on the County's payroll for not to exceed 90 days from the date they learn they will not be hired, or until they begin new employment (at the County or elsewhere), whichever comes first. The MSD would pay the County to cover this period.

Example: An employee who learns on June 15 he or she will not be an MSD employee would remain on the County payroll until September 15.

Thank you for your consideration of these items.