



Memo

To: Board of Trustees, Greater Salt Lake Municipal Services District

From: Cathy Jensen, CFO

Date: July 31, 2019

Re: Benefits pending Approval

There are a few benefits awaiting affirmative Board Approval.

1. As you know, on 5/31/19, the Board had on for consideration, approval of several benefits. We were unable to get a quorum decision on short-term disability. It was proposed by the benefit committee that the District fund short-term disability premiums 100%. We would like the Board to review and authorize the District to offer this benefit.
2. Scott Baird has been very instrumental in getting bids from the County in providing some benefits that County employees are now enjoying.
 - a. UTA participation. The County is willing to allow the District to utilize the County UTA contract. The District would reimburse the County on a per-person basis.

The County is willing to fund the van pool on a worst-case scenario. Any overages charged would offset the administration of the van pool.

The cost to the District, on a per-employee (participant) basis would be \$226 per month. It is recommended that the District charge the employees \$40/month for in-County UTA van pool and \$45/month for out-of-county UTA Van pool.

It was previously recommended by the evaluation committee that the District pay 50% if the cost of transit passes.

We are preparing Bids and RFPs for other benefits approved by the Board.

These include:

- Employee Assistance Program
- Short-Term Disability

We are still seeking answers on the Employee Fitness Center and the Day Care.

Thank you for your consideration of these items.



Greater Salt Lake Municipal Services District

Benefits

Benefit	Responsible Party-MSD	Responsible Party-Employee			
Utah State Retirement Systems					
Tier 1	GSLMSD	-			
Tier 2	GSLMSD	Employee			
Roth 401 (k) URS	-	Employee			
457 investment account	-	Employee			
Health Insurance-Traditional	GSLMSD (80%)	Employee (20%)+Deductible and Out-of-Pocket			
Health Insurance-High Deductible	GSLMSD (100%)	Deductible and Out-of-Pocket			
Long Term Disability	GSLMSD (100%)	-			
Short Term Disability	GSLMSD (TBD)	-			
Dental Insurance	GSLMSD (80%)	Employee (20%)			
Vision Insurance	GSLMSD (single rate)	Employee -Balance			
URS 401(k)	Up to 3% of Salary	Up to 3% of Salary + any additional			
Life and Accident- \$50,000	GSLMSD	-			
Life and Accident-Additional	-	Employee			
Perscription Benefits-With Health	GSLMSD (80%)	Employee (20%)+Deductible and Out-of-Pocket			
Autisim Health Coverage	GSLMSD (80%)	Employee (20%)+Deductible and Out-of-Pocket			
Tuition Reimbursement	IRS Limits	-			
Years-of Service Awards	GSLMSD (\$50/5 years)	-			
Day Care Facility access	TBD	TBD			
Fitness Center Facility Access	TBD	TBD			
UTA van pool and bus passes***PENDING	50% of the Rate	50% of the Rate			
Health Clinic	TBD	-			
Employee Assistance Program	TBD	-			
AD&D Insurance	-	Employee			
Workers Compensation	GSLMSD	-			
HSA/FSA	-	Employee			
Sick Time	96 Hours Annually				
Vacation Time					
Years of Service	0-2	3-5	6-10	11-15	16+
Annual Vacation Hours	96	120	144	168	192
Beginning Accrual:					
100 hours sick					
100 hours vacation					
Other Benefits:					
FLSA (Unpaid Leave up to 12 weeks)					
Bereavement Leave					
Jury Duty Pay					
Holidays-County Schedule					
Personal Preference Day					
Reimbursement for out-of-pocket health care costs-2019					

Employee Benefits including dates that Board voted for them

- Health Insurance – Traditional premium paid by MSD for employee -3/25/19
- Star High Traditional deductible premium paid by MSD for employee – 5/31/19
- HSA/FSA Coverage – 5/8/19
- Domestic Partner Coverage – 5/8/19
- Dental Insurance – PEHP Dental – MSD to pay for employee – 3/25/19
- Vision Insurance – Opticare – MSD to pay for employee – 3/25/19
- 401K Match – 3% MSD will match -
- Prescription Benefit (Option C) – 5/31/19
- Sick Leave accrual limits – 5/31/19
- Sick Leave (beginning balance – 100 hours) – 5/31/19
- Sick Leave accrual (8 hours per pay period)– 5/31/19
- Vacation (beginning balance – vacation matrix) - 6/12/19
- Vacation Leave – 5/31/19 (to be revisited later for the 8/31/19 group)
- Autism Health Coverage – 5/31/19
- Short Term Disability – Recommended for the MSD to fund (bring back)
- Long Term Disability – 5/8/19
- FMLA – Un-paid leave up to 12 weeks – 3/25/19
- Funeral/Bereavement Leave – 40 hours (immediate family) 24 hours (other family/friend)
- Jury Duty – Employee will remit jury duty pay to MSD. Employee will get paid their regular pay by MSD – 3/25/19
- Tuition Reimbursement – Must be job related – will be assessed each year – 3/25/19
- Years of service awards/Prize catalog – suggested 3/25/19 (*Not voted on yet*)
- Life Insurance – MSD to cover up to \$50,000 for the MSD Employee – 3/25/19
- Holidays – Adopted SL County Holiday schedule – 3/25/19
- OPEB – still in negotiations with the County
- 90-day Compensation – 5/31/19
- 2019 Out of pocket costs incurred for medical insurance to be paid to employee– 5/31/19
- Day Care Facilities – County is considering
- Employee Fitness Center – County is considering
- UTA Van Pool & Transit passes – MSD to pay 50% of rate – 3/25/19