DCEA
Employee Association

2022 BUDGET COMMITTEE PRESENTATION

Acknowledgements of 2021

- Maintaining maximum 3.5% merit increase for Employee Performance Appraisals
- Maintaining 80/20 Health Care Benefits
- Maintaining 4% 401K Match
- Maintaining Dental and Eye Insurance
- HSA Contributions of $750 /$1500
- December 24th 2020 off
- County paid for one insurance premium
- March Pie (Pi) day
- Friday July 2nd along with Monday July 5th

- Davis County Employees Association
- Since 1978

Employee Survey Results

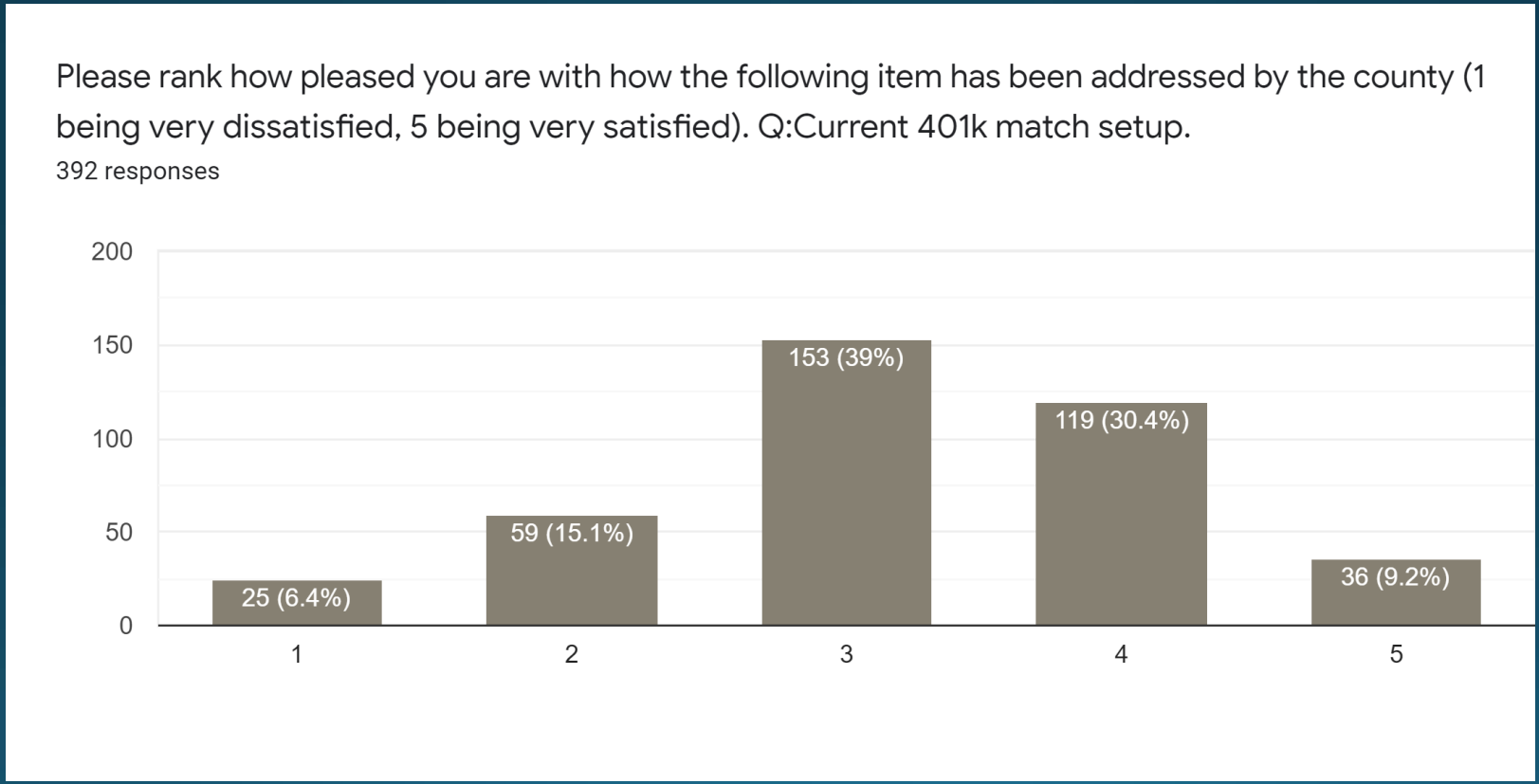
On a scale of 1-5 what matters to you the most?

From the list below, which do you feel is most important to address/discuss? (choose most important to you)

392 responses



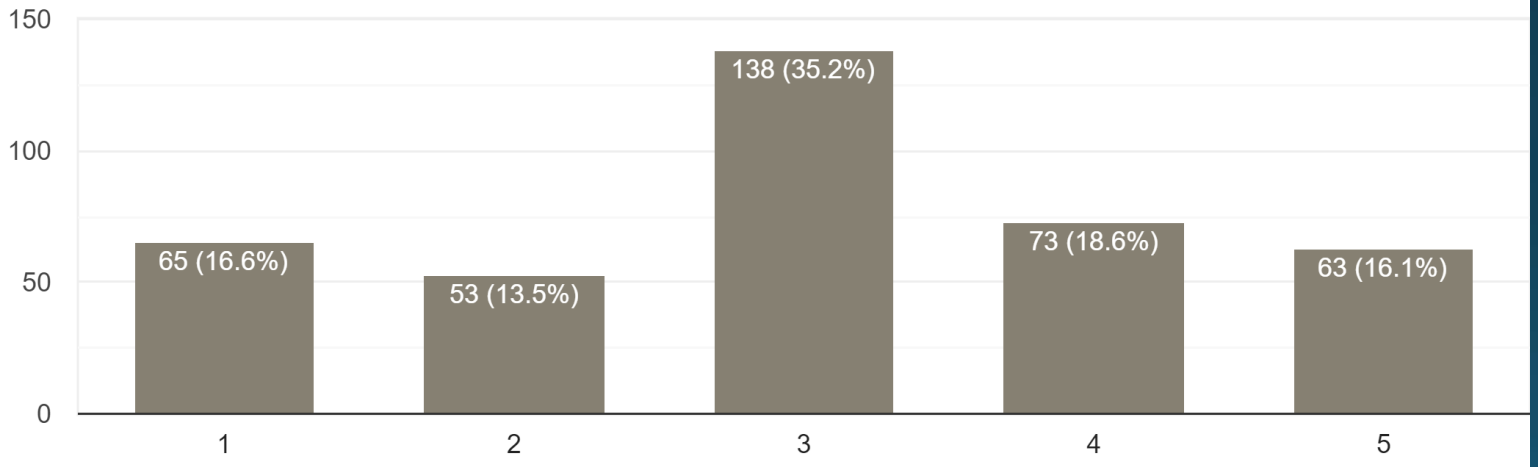
Please rank how pleased you are with the current 401K match setup?



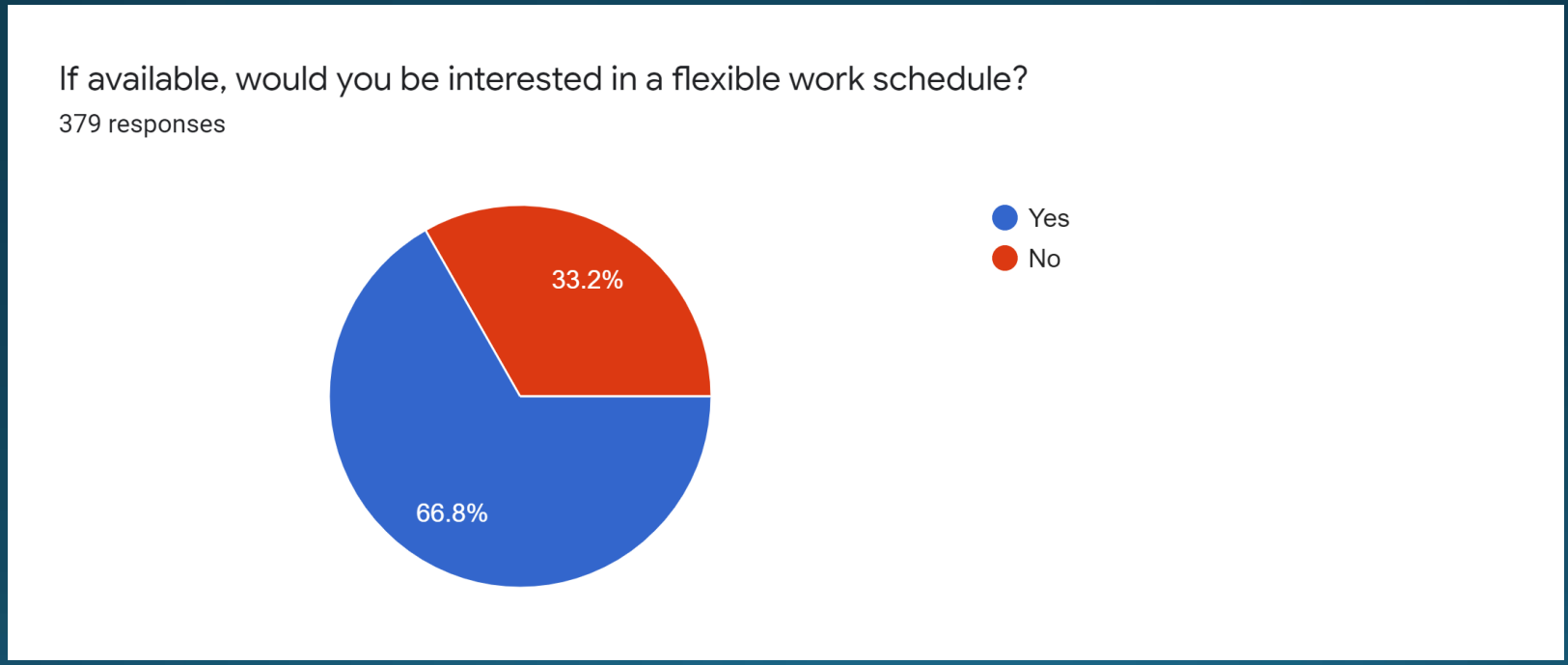
Covid Sick Leave

Please rank how pleased you are with how the following item has been addressed by the county (1 being very dissatisfied, 5 being very satisfied). Q:... leave coverage (having to use vacation/sick leave)

392 responses



Flexible Work Schedules



Flexible Work Schedule Suggestions

- Flexible work schedules / Telecommuting
  - Allowing Alternative work schedules
- 78 responses 4 10's
- 58 Flexibility to work from home
- 27 Flexibility with start and stop times
- 5/4 9's Work 5 days then 4 days with every other Friday off

Last six years of Market Adjustments & Merit Increases

Year	Market Adjustment	Merit
2016	0%	Up to 3.5%
2017	2%	Up to 3.5%
2018	3%	Up to 3.5%
2019	1%	Up to 3.5%
2020	2%	Up to 3.5%
2021	0%	Up to 3.5%
Six year average for Market Adjustment	**1.33%**	N/A

Consumer Price Increases

- Gasoline prices have increased:

  70% January 4, 2021 gas at Sam's club was $2.17 a gallon. By August 17, 2012 it was $3.69 a 70% increase.

- Food prices over the past year:

  prices for groceries and other food prepared at home increased 2.6%.

https://fortune.com/2021/08/12/why-are-grocery-prices-rising-inflation/

CPI Prices percentages

Davis County cost of living is 111.4

COST OF LIVING	Davis	Utah
Overall	111.4	110.8
Grocery	95	93.2
Health	100.3	102.7
Housing	150.7	146.3

Rental increase

- 59% increase in Davis County last 18 months.
- https://www.ksl.com/article/50240889/report-rent-prices-in-these-utah-counties-have-skyrocketed--including-one-with-a-66-jump

National CPI

- https://www.bls.gov/opub/ted/2021/consumer-price-index-rose-5-3-percent-over-the-year-ending-august-2021.htm
- The Consumer Price Index for All Urban Consumers rose 5.3 percent for the 12 months ending August 2021, a smaller increase than the 5.4-percent rise for the period ending July. The index for all items less food and energy rose 4.0 percent over the last 12 months, also a smaller increase than the period ending July. The energy index rose 25.0 percent over the last 12 months, and the food index increased 3.7 percent; both were larger than the increases for the 12-month period ending July.

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 2022 fiscal year.

- At least a 3.5% Market Adjustment/COLA
- Maintain a merit increase maximum 3.5%
- 4% match 401(K)
- Insurance premium 80/20 split for traditional
- Maintain the 5 year Health Insurance Retirement buy out
- HSA 90/10 split for Star Plan
- Insurance maintain current rates
- Maintain HSA Contribution of $750 /$1500
- Dental and Eye insurance
- Maintain the current Vacation (360 hrs.) and Sick Leave as unlimited

Thank You!

Questions?

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