DCEA
Employee Association

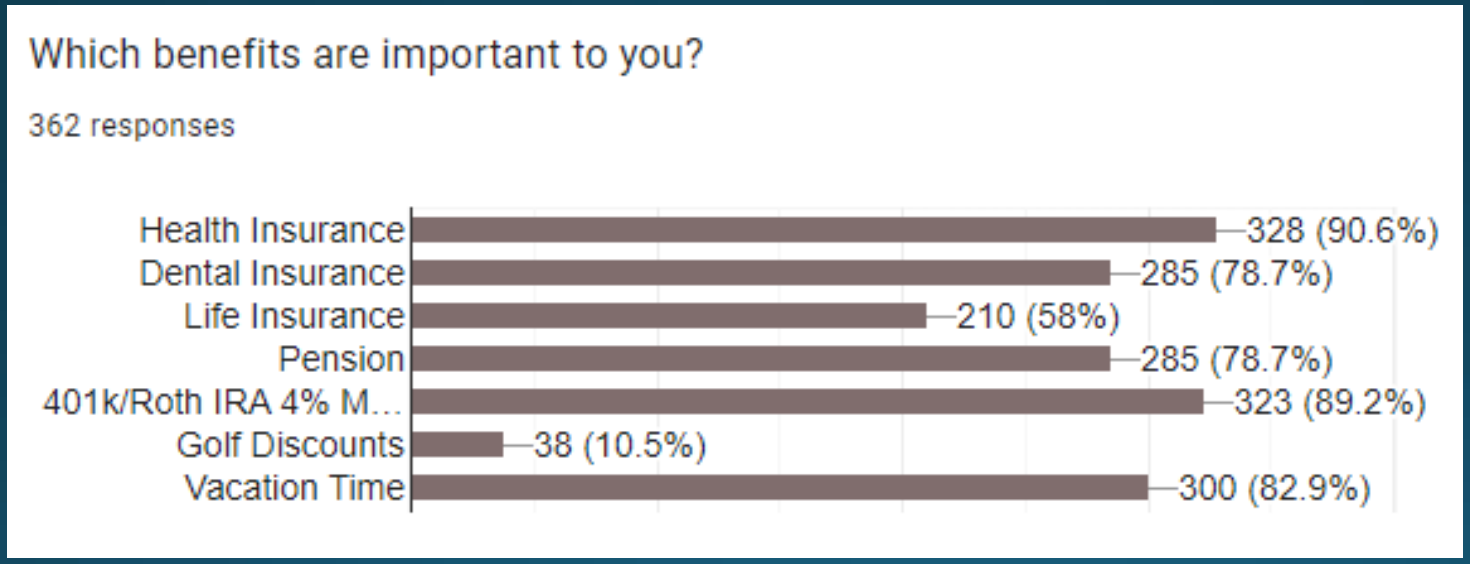
2023 BUDGET COMMITTEE PRESENTATION

Acknowledgements of 2022

- Thank you for the 6, 8, 12 % COLA. Employees have been very grateful for that.
- Maintaining maximum 3.5% merit increase for Employee Performance Appraisals
- Maintaining 80/20 & 90/10 Health Care Benefits
- Maintaining 4% 401K Match
- Maintaining Dental and Eye Insurance
- HSA Contributions of $750 /$1500
- Juneteenth
- Ice Cream day
- Employee Appreciation Dinner & Activities
  - Returned to full families able to attend.

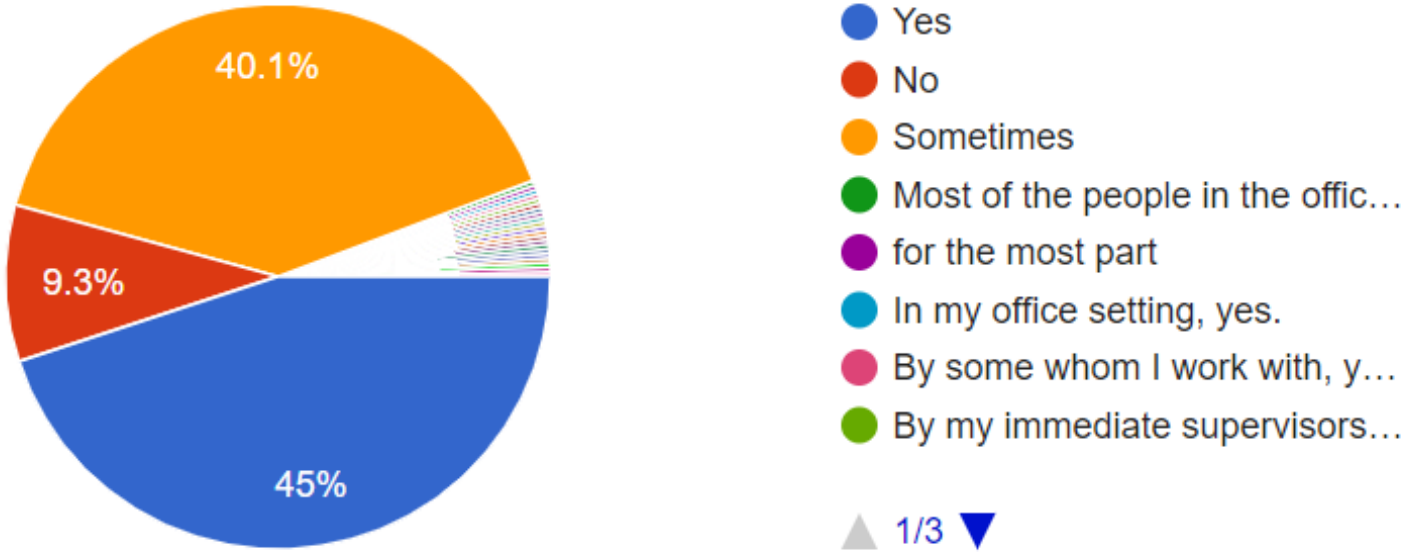
- Davis County Employees Association
- Since 1978

Employee Survey Results



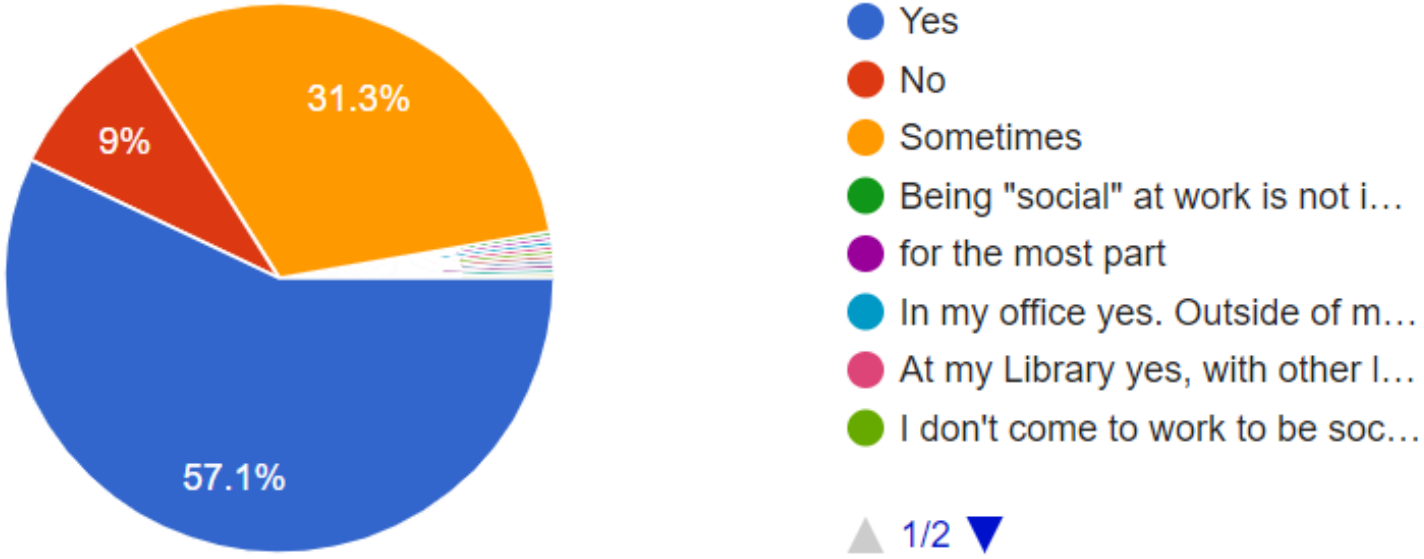
Do you feel appreciated at work?

367 responses



Do you feel included socially at work?

368 responses



Flexible Work Schedule

- Flexibility is still in demand, and appreciated when available
- 9s, 10s, or alternative schedules
  - Expanded hours can mean expanded service to the public
  - Half or full days off are a perk for employees
  - Employees expand skills and knowledge through cross-training
- Remote work
  - Not an option for all, but valuable for retention and recruiting

Last six years of Market Adjustments & Merit Increases

Year		Market Adjustment	Merit
Year	COLA		
2017	2%	2%	2%
2018	3%	3%	3%
2019	1%	1%	1%
2020	2%	2%	2%
2021	0%	0%	0%
2022	6%	8%	12%
Six year average	**2%**	**3%**	**3%**

DCEA Budget – Income/Expenses

- Revenue for 2022 so far. $5,951
- Projected revenue to come by the end of the year $3,186
- Expenses: $3,479
- Expenses to come later this year. $4,000
- DCEA dues were increased from .75 to $1.00 per pay period.
- Our projected income should me. $9,126 for 2023.

National CPI

- New inflation numbers from the Joint Economic Committee, lead by Sen. Mike Lee, shows inflation in Utah is up 15.4% compared to January 2021.

- The DCEA is requesting a 6% COLA increase for Davis County employees.

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 2023 fiscal year.

- At least a 6% 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
- Increase HSA Contribution of $1000/$2000
- Dental and Eye insurance
- Maintain the current Vacation (360 hrs.) and Sick Leave

Thank You!

Questions?

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