



**UTAH PUBLIC EMPLOYEES' ASSOCIATION
2018 LEGISLATIVE PACKAGE**

<p>COMPENSATION</p> <ul style="list-style-type: none">• COLA Increase	<p>Each year the Department of Human Resource Management (DHRM) conducts a benchmark market comparability study. As of 2015, the study found state employees' pay, on average, is 11.72% below market. UPEA will continue to educate legislators and policy makers regarding state employee pay and benefits.</p> <p>As a result of the lack of significant pay increases over the past several years, UPEA's highest priority for the 2018 legislative session is compensation. UPEA will lobby the Legislature for a cost-of-living increase for all state employees.</p>
<p>HEALTH INSURANCE</p> <ul style="list-style-type: none">• Maintain Current Health Plan• Health Insurance Premium Split	<p>UPEA will advocate for the Legislature to fully fund any health insurance premium increase. In addition, UPEA will lobby to keep the current structure of health insurance co-pays, co-insurance, deductibles, and other plan benefits funded at the same rate.</p> <p>Premium increases or benefit changes should be applied equitably between the Star and Traditional plans.</p> <p>UPEA also supports equal marketing of both the Traditional and Star plans by the Public Employees Health Plan (PEHP).</p> <p>State employees currently share a 92/8 health insurance premium split (92 percent employer paid/8 percent employee paid). UPEA will work to maintain the current health insurance premium split.</p> <p>Out-of-pocket maximums, on both plans, should be maintained at the current levels.</p>
<p>RETIREMENT</p> <ul style="list-style-type: none">• Tier I & II Contribution Rate Increase	<p>The Utah Retirement System (URS) is not proposing a retirement contribution rate increase for either the Tier I or Tier II retirement systems. However, the URS Board did vote to change the assumed rate of return on investments from 7.2% to 6.9%.</p> <p>During the upcoming legislative session, UPEA will monitor and provide information on proposed retirement legislation.</p>



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<p>MERIT SYSTEM</p>	<p>Due to recent legislation employees believe the protections of the merit system, and the merit status of employees, are threatened. UPEA will advocate maintaining the current merit system for employees.</p> <p>UPEA will advocate that job positions classified as temporary or (TL) should last no longer than two years. After two years of continuous employment, job positions should be classified as merit or Schedule B.</p>
<p>PAYROLL DEDUCTION</p>	<p>UPEA will lobby against any efforts to eliminate the ability of public employees to have UPEA dues deducted from their pay.</p>
<p>LEAVE/PAID TIME OFF</p>	<p>UPEA will protect, or support enhancements to, the current leave structure.</p>
<p>PRIVATIZATION</p>	<p>UPEA has an interest in preserving efficient, effective, and responsible governmental functions. The work performed on behalf of the citizens of Utah is conducted by a dedicated and professional workforce of public employees. The contributions of public employees have made Utah one of the best-managed states in the nation. The core principle of UPEA is protecting Utah's greatest assets – its public employees. UPEA will evaluate all moves to privatize any functions currently being conducted by public employees.</p>
<p>POST RETIREMENT EMPLOYMENT</p> <ul style="list-style-type: none"> • Retire/Rehire 	<p>During the 2016 legislative session multiple bills were sponsored to modify the post-retirement re-employment benefits of public employees. This issue was sent to interim study. UPEA supports enhancing post-retirement legislation.</p>

UPEA monitors the issues that affect you and will keep you informed of important policy decisions. The UPEA staff meets with policy makers and department heads throughout the year.

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