



THE Spring 2017
**PUBLIC EMPLOYEE
2017 LEGISLATIVE
COMMUNICATOR**

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Compensation Update

Public employee compensation is always a priority for UPEA. Throughout the 2017 legislative session, staff met with legislative leadership to discuss what would be possible for FY2018. This year, Gov. Gary Herbert recommended funding a 1 percent cost-of-living adjustment (COLA) for all state employees at a cost of approximately \$7 million. He also recommended funding any projected health insurance premium increase, and maintaining the \$26 per pay period 401(k) match. In addition to the COLA, Herbert also proposed setting aside \$3 million to fund raises for specific types of state employees.

UPEA began the Legislative session with an uphill battle, and has spent numerous hours meeting with and educating legislators about the importance of state employee pay. In addition, UPEA members were committed to contacting their legislators and asking for additional compensation. The result of these efforts was overwhelmingly positive.

After revenue estimates were released in mid-February, the Executive Appropriations Committee began to craft the final FY2018 budget. During the March 3 Executive Appropriations Committee meeting, Rep. Bradley Last, R-Hurricane, proposed House Bill 8. The bill provides a 2 percent increase for all state employees, funding for the 8 percent health insurance premium increase, funding for the 401(k) match program, and funding for the recommended targeted raises. For a complete list of positions that would qualify for raises please visit our website.

HCR 13 - CONCURRENT RESOLUTION FOR PUBLIC EMPLOYEES BENEFIT AND INSURANCE PROGRAM

During an Executive Appropriations Committee meeting in November, PEHP said it hired an outside actuary to evaluate whether its health insurance plans were actuarially equivalent. PEHP's analysis determined the Star Plan's current design results in benefits that are 11 percent richer than the traditional plan.

Rep. Jim Dunnigan, R-Taylorsville, introduced House Concurrent Resolution 13, Concurrent Resolution for Public Employees Benefit and Insurance Program, at the beginning of the legislative session to address the inequality between the plans. The traditional plan has been adjusted over the past 10 years, while the Star Plan has not. HCR13 sought to address the inequity and "rebalance" the two plans.

After many meetings with legislators and other stakeholders, Dunnigan offered a substitute concurrent resolution to fully fund both health insurance plans.

UPEA worked with Dunnigan on the substitute legislation to reduce the premium split on the traditional plan from 90/10 to 92/8. The change will save employees who participate in the traditional plan, on an annual basis, approximately:

- \$205/family coverage
- \$164/two-party coverage
- \$75/single coverage

The changes will take place next fiscal year. In addition, the substitute bill postpones addressing the equity problem for a year as policymakers seek to come up with a longer-term plan. UPEA will remain involved in the ongoing policy discussion.

**"We have a little bit of money to work with and after working with the Utah Public Employees' Association and getting their input, what we are going to do is keep the high deductible Star Plan benefits the same."
- Representative Jim Dunnigan, R-Taylorsville**

HCR 13 INTRODUCED	Representative Jim Dunnigan introduced HCR 13 on January 26th, the fourth day of the Legislative Session.
HCR 13 SUPPORTED	On February 1st, HCR 13 passed the Retirement and Independent Entities Committee with a favorable recommendation.
PASSED THROUGH THE HOUSE	On February 15th, HCR 13 passed on the House floor with a vote of 61 yes, 10 no, and 4 absent.
PASSED COMMITTEE AGAIN	After failing in the Business and Labor Committee during its first reading, they read it again and it passed with a vote of 5-1.
UPEA LOBBIED	UPEA met with Rep. Dunnigan and multiple senators on March 6th to create the first substitute for HCR 13.
SENATE PASSED THE SUBSTITUTE	On March 7th, the Senate passed the first substitute of HCR 13 with a vote of 27 yes, 0 no, 2 absent.
HCR13S1 PASSED	On March 8th, the substitute bill went back to the House for concurrence, it passed, and was sent to the Governor's desk.

AN ANALYSIS OF HEALTH INSURANCE SINCE 2013

Fiscal Year	% Increase cost to State	Total % Increase	Dollar Amount (in Millions)
FY2013	8.5%	8.5%	\$24
FY2014	9%	9%	\$9
FY2015	2.2%	2.2%	\$10.2
FY2016	7.7%	7.7%	\$18.4
FY2017	7.3%	7.3%	\$13
FY2018	8%	8%	\$20

SB 127 - State Board of Education Amendments Update

Sen. Ann Millner, R- Ogden, is sponsoring a bill that would allow the Utah State Board of Education (USBE) to vote to designate jobs within the agency as at-will positions. Millner explained that USBE wants more flexibility in managing its operations. USBE wants its employees to trust it to make decisions about at-will employment, said Scott Jones, the agency's deputy director. He said USBE has no intention to change the current merit status of state employees. He acknowledged UPEA and respects the Association's efforts to protect merit status.

Todd Losser, UPEA executive director, testified in opposition to the bill. UPEA has reviewed SB 127 and opposes any legislation that will modify, reduce, or end merit protections. "If the bill moves forward, UPEA will continue to illustrate the importance of protecting merit status employees with dialogue."

The bill passed the House and Senate and is ready to be signed by Gov. Gary Herbert. UPEA will continue to keep its members updated as the bill progresses and will work to maintain protections to career service employees.

NOTABLE BILLS

HB 299 - Substance Abuse and Mental Health Act Amendments - Sponsored by Rep. Edward Redd, R-Logan
This bill clarifies the role of a mental health officer; modifies definitions; removes references to the Utah State Hospital Board, which no longer exists; removes the exemption of security officers from the public safety retirement system; updates code provisions in accordance with the existing practice of private hospitals providing inpatient mental health treatment; makes changes to procedures and criteria for civil commitments; gives officers authority to not take a mentally ill individual into custody in order to avoid escalating a dangerous situation; and makes technical changes.

HB 97 - Alcohol Beverage Control Operations Amendments - Rep. Steve Eliason, R-Sandy
This bill designates certain records as private records; defines terms; creates and provides funding for the Operations Investigation Program to engage in undisclosed observation and evaluate customer contacts with the Department of Alcoholic Beverage Control; establishes program responsibilities; establishes reporting and tracking requirements; addresses subject department's responsibilities; addresses incentives; and makes technical changes.



Your Membership Matters - Join UPEA!

UPEA ensures that public employees are fairly represented at the Legislature. The Association begins working well before the session opens. UPEA's five employee representatives met with policymakers to educate them about employee issues, including health insurance, privatization of state jobs, employee compensation, career service, and retirement.

UPEA's priority during the 2017 legislative session was compensation. UPEA met with House and Senate leadership to discuss and advocate for more pay. UPEA also met with the appropriations chair people of each committee. Staffers attended 51 appropriations subcommittee meetings, 35 caucus meetings, 37 standing committee meetings, and hundreds of meetings with legislators. Additionally, UPEA met with the Department of Human Resource Management, legislative fiscal analysts, agency heads, the Governor's Office of Planning Budget, and other stakeholders. Your UPEA staff is on the Hill every day of the legislative session and monitors employee issues throughout the year.

UPEA has spent countless hours so that you have a seat at the bargaining table regarding your career. However, our voice is only as loud as that of our membership. During election years, UPEA relies on members to help elect public employee-friendly legislators. Throughout the year, UPEA relies on members to make decisions, as a whole, regarding careers.

Your membership is very important to the Association. As a member, you have a voice at the Legislature; you have a voice with your employer; and you have a voice about your career. If you are already a member, please help us by recruiting a friend or colleague to join. If you are not a member, join Utah's largest public employee association. Your membership provides you with legislative lobbying, grievance representation, education, and member-only discounts.

To Join Right Now, Please Fill Out the Form Below. Dues are \$6.92/paycheck. Dues cover advocacy for your career as a public employee including legislative lobbying, representation in grievance proceedings and information to keep you informed.

UPEA Membership Agreement/Payroll Deduction Authorization					
You may fax to: (801) 264 - 8879 or Mail to: 1000 W Bellwood Ln, Murray, UT 84123					
Last Name		First Name		Preferred E-Mail Address	
Agency Name			Home Mailing Address		
Agency Address			Home City	Home Zip	Home Phone
Agency City	Agency Zip	Employee Work Phone	Recruiter Name	UPEA Office Use Only	
<p>I hereby voluntarily authorize and direct my employer to deduct \$15.00 per month from my paycheck and pay the same to the Utah Public Employees' Association (UPEA) as dues for membership in that organization and agree that said payroll deductions shall continue until I revoke this authorization by giving written notice to UPEA. Authorization for withholding UPEA dues will remain in effect even after retirement unless a member gives written notice to UPEA. Upon retirement this form authorizes the Utah Retirement Systems to deduct \$5.00 per month from my retirement allowance. This payroll deduction authorization shall serve as my application for membership in UPEA and shall designate UPEA as my employee representative for all purposes provided by law.</p>					
X Signature			Date	Voting District	Senate District
			House District		
For Office Use Only	District Number	County	Jurisdiction Number	Agency/Low Org. #	Confirmed Date