

Compensation

The Department of Human Resource Management (DHRM) hired an independent group to study compensation for state employees. The study found state employees' pay, on average, is 12% below market. UPEA will continue to educate legislators and policy makers regarding state employee pay and benefits.

Cost of Living Adjustment (COLA)

As a result of the lack of significant pay increases over the past several years, UPEA's highest priority for the 2020 legislative session is compensation. UPEA will lobby the Legislature for a 5% cost-of-living increase for all state employees as well as an additional 1% for targeted compensation adjustments.

Health Care

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.

Premium increases or benefit changes should be applied equitably between the Star and Traditional plans. UPEA also supports equal marketing of both the Traditional and Star plans by the Public Employees Health Plan (PEHP).

Health Insurance Premium Split

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.

Maintain Current Health Plan

Out-of-pocket maximums, on both plans, should be maintained at the current levels.

Mental Health Benefits

UPEA will lobby to secure more funding for increased mental health benefits including PTSD, Anxiety, etc.

Retirement

Tier I & II Contribution Rate Increase

The Utah Retirement System (URS) is not proposing a retirement contribution rate increase for either the Tier I or Tier II retirement systems. The current assumed rate of return (ROI) is 6.95 percent.

During the upcoming legislative session, UPEA will monitor and provide information on proposed retirement legislation.

Merit System Preservation

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.

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.

Payroll Deduction

UPEA will lobby against efforts to eliminate the ability of public employees to have UPEA dues deducted from their pay.

Leave/PTO

UPEA will protect, or support enhancements to, the current leave structure.

Paid Parental Leave

UPEA supports the enactment of a paid parental leave policy for mothers and fathers after the birth or adoption of a child. UPEA will lobby to grant eligible employees up to 240 hours of paid leave.

Privitization

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 core principles of UPEA include protecting Utah's greatest assets – its public employees. UPEA will evaluate all moves to privatize any functions currently being conducted by public employees.

Post Retirement Employment

Retire/Rehire

During the 2018 and 2019 legislative sessions 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.