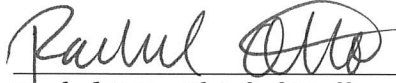


CITY COUNCIL TRANSMITTAL

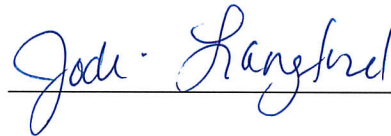

Rachel Otto, Chief of Staff

Date Received: 3.9.20
Date sent to Council: 3.10.20

TO: Salt Lake City Council
Christopher Wharton, Chair

DATE: **March 5, 2020**

FROM: Jodi Langford, Acting Director
Human Resources Department



SUBJECT: Salt Lake City Benefit Study and Compensation Analysis: 2019

STAFF CONTACTS: Jodi Langford, Acting HR Director
(801) 535-6610

Carolyn Campbell, Benefits Program Manager
(801) 535-6663

DOCUMENT TYPE: Information Item

RECOMMENDATION: The intent from this benefit study and executive summary is for informational purposes. Consideration from this study should be given during the City's annual budget review process in relation to benefits provided to employees. The City Council is tentatively scheduled to receive a formal presentation regarding this study during a work session on March 24, 2020, from the City's benefits consultant, Dave Jackson.

CITY COORDINATION: n/a

BUDGET IMPACT: n/a

BACKGROUND/DISCUSSION: In an effort to ensure that Salt Lake City Corporation's offered benefits package continues to be competitive, and to address benefit related inquiries in a formal letter from the City Council to the Citizens Compensation Advisory Committee (CCAC) dated February 7, 2019, asking if the value of the city's benefits are equal to 5%. NFP administered a benefits study on behalf of the City. The study invited participation from city, county, and state organizations, as well as private industry organizations, from across the country.

In total, 52 organizations, including Salt Lake City, participated in the study. Over 90% of those responses came from other public administration organizations, although the private industry firms who responded tended to be around the same size, in terms of employees, as the

City. Responses were received from organizations across the country, although the highest concentration of responses was from our neighbors in the state of Utah.

Questions in the survey addressed all facets of benefit offerings, including:

- Medical insurance programs, including: cost; gender dysphoria; bariatric surgery and on/near site health clinics
- Dental insurance programs
- Wellness program initiatives
- Employee assistance programs
- Paid time off
- Employer paid life insurance and accidental death and dismemberment programs
- Retirement
- Leave programs, including short- and long-term disability
- Tuition reimbursement programs
- And other ancillary benefits such as: voluntary benefits such as student loan assistance; longevity pay; take home vehicles; childcare; post-employment Health Reimbursement Accounts; military benefits; and more.

The study consists of:

- An executive summary, focusing on how the City's benefits package compares in value to other employers to a midpoint (most common answer, or at market) benchmark of all respondent data. This data shows where the City exceeds the midpoint, where it falls behind, and where potential opportunities may lie for the City to set itself apart.
- The summary response data, which details each question included in the study and the corresponding answer choices available, including a highlighted indicator of the City response.

PUBLIC PROCESS: n/a

EXHIBITS: Salt Lake City Benefit Study and Compensation Analysis: 2019 (included as an electronic file, due to size)



Salt Lake City Benefit Study and Compensation Analysis: 2019



Administered by NFP

Salt Lake City Executive Benefit Study and Compensation Analysis

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PART 2

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Executive Summary



Salt Lake City Executive Benefit Study—Executive Summary

On behalf of Salt Lake City, NFP administered a benefit study to city, county, and state organizations, as well as private industry organizations, from across the country. Questions in the survey addressed all facets of benefit offerings, including medical benefit costs, wellness program initiatives, employee assistance programs, paid leave, retirement, disability, and more. We received responses from organizations across the country, although the highest concentration of responses was from our neighbors in the state of Utah.

In total, 52 organizations, including Salt Lake City, participated in the study. Over 90% of those responses came from other public administration organizations, although the private industry firms who responded tended to be around the same size, in terms of employees, as the City.

Among respondents, the most common answer in regards to the number of employees eligible to receive benefits was 1,000+. Outside of Utah, respondents tended to come from cities of similar size to the City. Responses from within the state came from organizations of all sizes, both of similar size to Salt Lake City and smaller. Both of these groups—in-state and out-of-state—are valuable to the study. Out-of-state cities of similar size show us how the city compares to like-sized municipalities. Organizations of all sizes in-state allow us to see how Salt Lake City compares to those employers who are geographically closest to them, even if they differ in size from the City.

This executive summary focuses on how Salt Lake City compares to a midpoint (most common answer, or at market) benchmark of all respondent data. This data shows where the City exceeds the midpoint, where it falls behind, and where potential opportunities may lie for the City to set itself apart.

Benefit Objectives and Strategies

Compared to 2018, Salt Lake City reported that it had improved its benefits overall this year, placing them in a group of **35% of employers who have seen their benefits improve this year**. Of all respondents, 98% reported that their benefits either improved or stayed the same. As was the case with the majority of employers, this benefit increase was primarily due to increased employee expectation and demand with a goal of employee retention. Other common factors influencing benefits decisions were (1) escalating benefits costs, and (2) a goal of recruiting new employees.

Salt Lake City's top three employee benefit strategy objectives were to **(1) retain employees), (2) attract employees, and (3) control the cost of benefits**. These were the three most common answers from respondents as well—that so many employers maintained or increased benefits despite a desire to control costs is due to a competitive job market, especially within the State of Utah, where the unemployment rate currently sits at 2.8%, per the Bureau of Labor Statistics.

Medical Insurance Benefit Options

In offering just one medical insurance benefit option, Salt Lake City falls behind the midpoint, with two benefit offerings being the most common answer and more than three being the second most common answer. In total, 81.48% of respondents offer two or more benefit offerings. The City is consistent with the midpoint in providing an HDHP with an HSA.

- **For Individual Plans: The City leads in everything but annual out of pocket max, where they fall a bit behind the midpoint.**
- **For Two-party Plans: The City leads in everything but deductible and annual out of pocket, where they lag.**
- **For Family Plans: The City leads in everything but deductible and annual out of pocket, where they lag.**



Salt Lake City pays a higher percentage of total medical insurance premium than the midpoint study group response, but tracks close to the rest of Utah, where employers tend to pay more toward premium than in other states. The City sits at the lead of responses in their in-network single deductible, but lags on maximum family deductibles and both family and single out-of-pocket max.

Although the City offers fewer plan options than average, the HDHP it does provide beats the overall benchmark in the following for its single-party plan:

- Premium percentage paid by the employer
- Employer's share in dollars (monthly dollar amount)
- Premium percentage paid by the employee
- Employee's share in dollars (monthly dollar amount)
- Annual deductible

For its two-party and family plans, Salt Lake City falls below the benchmark on annual deductible and annual out of pocket max.

In short, Salt Lake City is better than the midpoint of respondents with their premium costs, leads the market for what employers and employees pay by about half, but the City's chosen plans' out-of-pocket maximums lag behind the market.

While the City does not offer a second medical benefit option, the majority of other survey respondents listed a traditional plan as being their second most popular option, while an HDHP tended to be their top offering. The average cost of a traditional plan was reported to be 47.6% higher than that of an HDHP.

Salt Lake City joined 61.7% of respondents in offering a Health Savings Account (HSA) with a flat dollar employer contribution. The City comes in at the midpoint of respondents in annual employer funding provided toward the HSA. Offering an HSA with employer contribution based on a matching provision was the second most common answer, and is

trending upward in Utah.

Gender Dysphoria Benefits

The top three gender dysphoria benefit offerings were mental health counseling (offered by 78.72% of respondents), gender dysphoria related prescription medications (36.17%), and reassignment surgery (25.53%). Salt Lake City offers the first of these two options.

Bariatric Surgery Benefits

The top three bariatric surgery benefit offerings were gastric bypass surgery (offered by 34.04% of respondents), sleeve gastrectomy (23.4%), and adjustable gastric band (23.4%). Salt Lake City offers each of these options. One potential avenue to consider here would be to offer biliopancreatic diversion as an option. This procedure—along with the Roux-en-Y gastric bypass procedure—has been shown to reduce Type 2 Diabetes in patients. Additionally, the biliopancreatic diversion is considered far less invasive than a traditional gastric bypass procedure.

On-Site and Near-Site Health Clinics

Salt Lake City sets itself apart by offering a near-site health clinic, placing them in a group of just over 20% of respondents who offer this benefit. Of those who do offer an on-or-near-site clinic, the most common benefits include on-demand appointments (which the City offers), prescription drugs (which the City does not offer), and extended hours (which the City does offer).

Short-Term Disability

Respondents were split into three nearly equally-sized groups regarding their short-term disability plan offerings:

- Voluntary 100% employee paid short-term disability
- 100% paid employer paid short-term disability
- No short-term disability offering



Salt Lake City's offering falls into the most attractive of the three groups, with the City paying 100% of plan costs.

The City also falls near the midpoint with a five day waiting period before disability benefits are paid. The City's 12-week maximum benefit period also matches average benchmark data. The average short-term disability benefit amount is 66%.

Long-Term Disability

Salt Lake City offers a voluntary 100% employee paid long-term disability plan and a 100% employer paid long term disability plan. This puts the city slightly above the benchmark; while 64.52% of employers offer an employer-paid option, only 25.81% offer a voluntary employee-paid plan.

The City's monthly long-term benefit amount of 66.66% is better than average, with the most common answer being 60%.

Salt Lake City's 90-day waiting period for employees to receive LTD payments sits at the overall midpoint for respondents, as well as the City's maximum disability payment benefit period of Social Security Normal Retirement Age (SSNRA).

The most common mental health benefit in the study group was a 24-month benefit period, which the City matches.

Childcare

Overall, **less than 10% of respondents offer a childcare benefit for their employees.**

Only one of the 53 survey respondents has a childcare option at an on-or-near-site facility, while the other could best be described as a discounted referral service.

Tuition Reimbursement and Repayment

The midpoint for tuition reimbursement is to offer it for current job-related courses; Salt Lake City comes in above the benchmark by offering reimbursement for both job-related and non-job-related courses. **At \$4,000 annually, Salt Lake City reimburses more than the majority of respondents.**

Nearly three-quarters of respondents, including Salt Lake City, require repayment of reimbursed tuition if the employee separates employment after receiving it. The City, along with the majority of respondents, requires that early-terminating employees repay reimbursed tuition costs at 100%. Generally, employees must remain with their organization anywhere from one to two years after reimbursement to avoid repayment.

Student Loan Assistance

Most employers do not offer student loan assistance or repayment benefits—Salt Lake City is part of a group of just over 10% of respondents to offer a benefit by offering student loan debt consolidation.

Longevity Pay

Salt Lake City is on the higher end of the midpoint by offering longevity pay. The City is at a leading position in the amount that they offer; its program is the **third-best offering** of all respondents. Additionally, Salt Lake City makes longevity payments more frequently; the midpoint offering was to distribute pay annually, while the City distributes per pay period.

Take-Home Vehicles

Public safety personnel has access to take-home vehicles with 73.91% of respondents. Take-home vehicle plan design varies depending on the program—access and cost tend to be influenced by employee type and distance traveled.

Retirement

In offering additional funds for members of the Police Department to equalize Tier 1 and Tier 2 Utah Retirement System participants, Salt Lake City is slightly above the midpoint for in-state respondents.

Regarding retirement benefits as a whole, **the City tends to be at market when compared to other public sector entities, and above the total market overall.** The City's retirement matching rate sits at market compared to other public sector respondents. The City is better than average in that it does not have a matching contribution requirement for employees. **Salt Lake City is better than 93% of respondents by not requiring DC matching.**

The vast majority of respondents' employees are eligible to participate in their organization's retirement plans at their date of hire.

Salt Lake City offers a slightly more generous retirement package than most, in part because the City includes personalized investment advice with both an advisor and a technological solution. The City's 4-Year Cliff vesting schedule is at market for the public sector but lags behind what is generally offered in the private sector.

Post-employment Health Reimbursement Accounts

The City is better than the benchmark in contributing to Post-employment Health Reimbursement Accounts (HRAs) for employees and meets or exceeds the benchmark contribution level among those who do contribute to such accounts.

Holidays and Leave

The study group benchmark for paid holidays was 11-12 days per year. The City met this benchmark.

Not including holidays, employers offer, on average, 11-15 days for both exempt and non-exempt employees with less than one year of service to three years of service. Salt Lake City meets each of these benchmarks.

The City falls slightly behind the benchmark for paid leave for exempt employees with between 3-5 years of service, and significantly behind the benchmark for employees (both exempt and non-exempt) with over ten years of service. The midpoint for employees with over ten years of service was 22-30 days, with several other respondents offering more than 30 days as well. However, the City does track to the overall Utah marketplace, as shown in the Utah Employee Benefit Study, by offering 16-21 days of paid leave.

Salt Lake City is at the market rate for unused paid leave carryover and above average in providing employees with a "buy-out" option for their paid leave and holidays. The City is also better than average by allowing employees to buy out at 100% for each type of leave, and by allowing personal leave buy out annually.

Paid and sick leave are accrued at the market rate for City employees.

Health and Wellness Programs

Salt Lake City is at market with its wellness program offerings but is better than the market by offering additional HSA or HRA contributions to those who participate in wellness programs.

Military Benefits

The City is also above market in providing a program for employees who are active members of the military.

The City offers full pay up to 15 days per year in addition to vacation and leave pay, which leads the market.

Employer-paid Life Insurance

Salt Lake City meets the study benchmark for the employer-paid life insurance they offer to employees. The City is also at market for their life insurance offering for the spouses of employees, although it is verging on falling behind the market by not offering employer-paid life insurance for the children of employees.

Dental Insurance

The majority of respondents answered that they only offer one dental plan—Salt Lake City exceeds this benefit by providing two plans. The City's most popular dental plan requires employees to pay 100% of the premium, which falls behind the benchmark, where respondents reported that employers pay 66%-80% of premium costs.

Accordingly, the City also falls behind the market as regards the share of the dental plan employees are required to pay.

The City's second-most popular dental plan exceeds the benchmark in their maximum annual benefit, and meets the benchmark in their orthodontia benefit.

Ancillary Benefits

Salt Lake City provides ancillary benefit options at a higher rate than average, and, with **60% of employees enrolled in a program, does a better job than most** at getting employees to participate in the products they offer.

Hiring Bonuses, Laterals, Seniority and Referral Bonuses

Over 80% of respondents do not offer a hiring bonus. Though the City does not offer a traditional cash hiring bonus, it can offer up to 120 hours of vacation upon hire for new employees.

Most respondents who do offer hiring bonuses reported that the amount they pay in hiring bonuses ranges from \$400-\$1,000 depending on the position, and is usually paid either at hire or within 90 days of hire.

Salt Lake City is at or better than the benchmark regarding hiring laterals. The City joins 40% of respondents in crediting experience from another organization to employees for previous years of service. The City's offering (up to three years of vacation and personal leave accrual) matches up well with what others offer.

The City is part of a group of 31.71% of respondents who offer rehired employees credit for seniority, or time spent within the organization. Their seniority credit (up to three years of vacation and personal leave accrual) is above-market as well.

The majority of respondents (71.79%) do not offer referral bonuses. This is another avenue where the City may consider differentiating themselves—among those who do offer referral bonuses, the average bonus offered ranges from \$500-\$1,000, and is contingent on the hired employee staying with the company for a certain amount of time.

Note: The City does offer police: \$300 upon hire, and an additional \$300 upon completion of their probationary period.

Employee Assistance Program

Salt Lake City's Employee Assistance Program (EAP) is better than the benchmark in most aspects, although it does fall behind in the number of sessions it offers—the most common answer here was to allow for unlimited appointments. The City's EAP is better than average in part because it provides near-site counseling and a peer support program for first responders.

Alternate Work Schedules

The most common alternate work schedules to be offered were **(1) compressed work weeks, (2) flex time, and (3) telecommuting**. Salt Lake City is slightly above average in their options because the City offers job sharing as an option as well. Overall, 90.95% of respondents offer some type of alternate work schedule as an option for employees.

Main Takeaways

- **Salt Lake City's benefits remain competitive in most areas.**
- The City is above average in offering two dental plans but falls behind the market in the costs those plans require of employees.
- The City is better than the average study group response regarding both short and long term disability.
- The City is better than market by offering an on-site clinic.
- The City's tuition reimbursement amounts are on the higher end of the study group.
- The City's medical insurance plan is better than the majority of respondents regarding premiums. It requires employees to pay just about half of what others require, but the City's plan's two-party and family deductibles are higher than average, and single, two-party, and family out of pocket maxes are significantly higher than the study group average.
- Salt Lake City's retirement package is above average compared to the private sector, and generally at market when compared to the public sector.
- Wellness programs, ancillary benefits, and alternate work schedules can all be distinguishers in a competitive job market. Salt Lake City is at or above market in these areas.
- Areas where the City can set itself apart include (1) offering cash hiring bonuses to new employees, and (2) even though most of the study group participants do not offer a bariatric surgery benefit, the City may benefit from expanding its bariatric surgery benefit to cover the biliopancreatic diversion procedure, which is less invasive and has been shown to be successful in reducing Type 2 Diabetes.

Summary Response Data

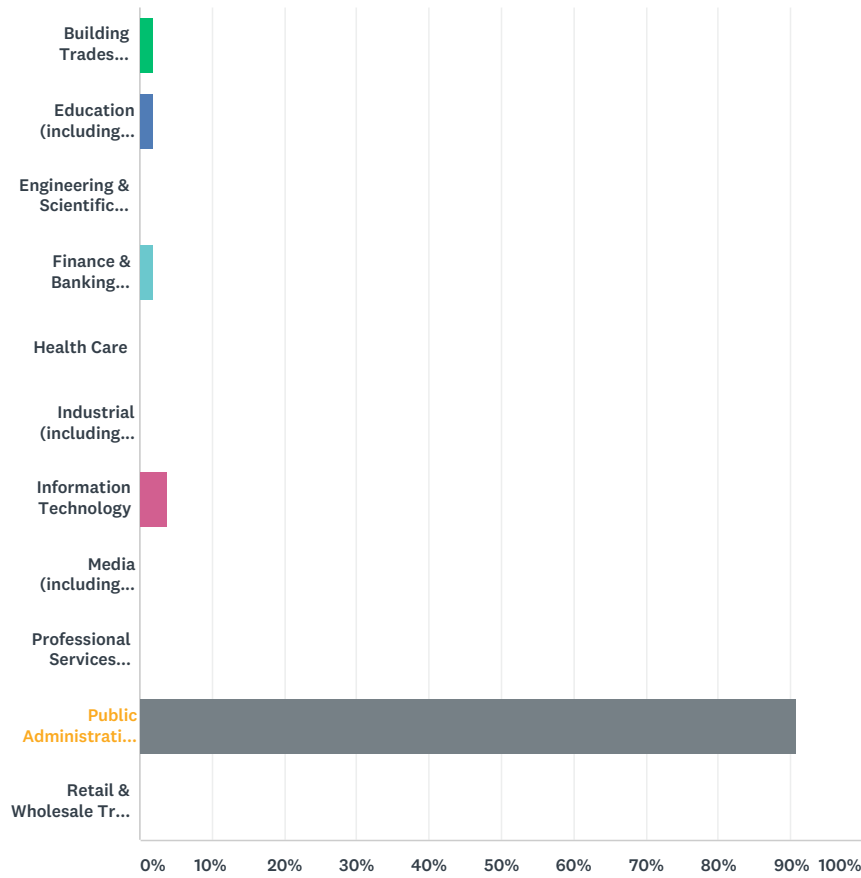
*Note: All of Salt Lake City's answers will be shown in maize, and should **look something like this.***

If the City's answer does not fit within one of the options for an individual question (examples: "Varies," "Other," "Not Applicable"), no answer will be highlighted. For further insight on these specific questions, please direct inquiries to your HR representative.



Q2 In which general industry sector do you primarily operate? Please select one.

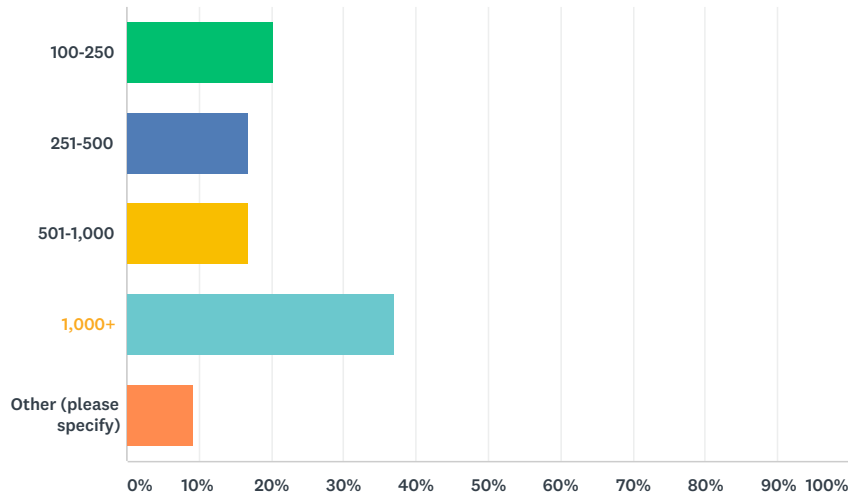
Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES	
Building Trades (including other Skilled Trades)	1.85%	1
Education (including Professional Coaching)	1.85%	1
Engineering & Scientific (including Architecture & Research)	0.00%	0
Finance & Banking (including Insurance & Real Estate)	1.85%	1
Health Care	0.00%	0
Industrial (including Manufacturing, Transportation, Agriculture & Natural Resources)	0.00%	0
Information Technology	3.70%	2
Media (including Printing, Advertising & Communications)	0.00%	0
Professional Services (including Law, Accounting, Collections, Payroll & Professional Writing)	0.00%	0
Public Administration (including Government, Non-Profits & Churches)	90.74%	49
Retail & Wholesale Trade (including Utilities & Hospitality)	0.00%	0
TOTAL		54

Q3 How many of your employees are eligible for at least one of the following benefits through your company; insurance programs, retirement plans, paid leave/or alternate work schedule?

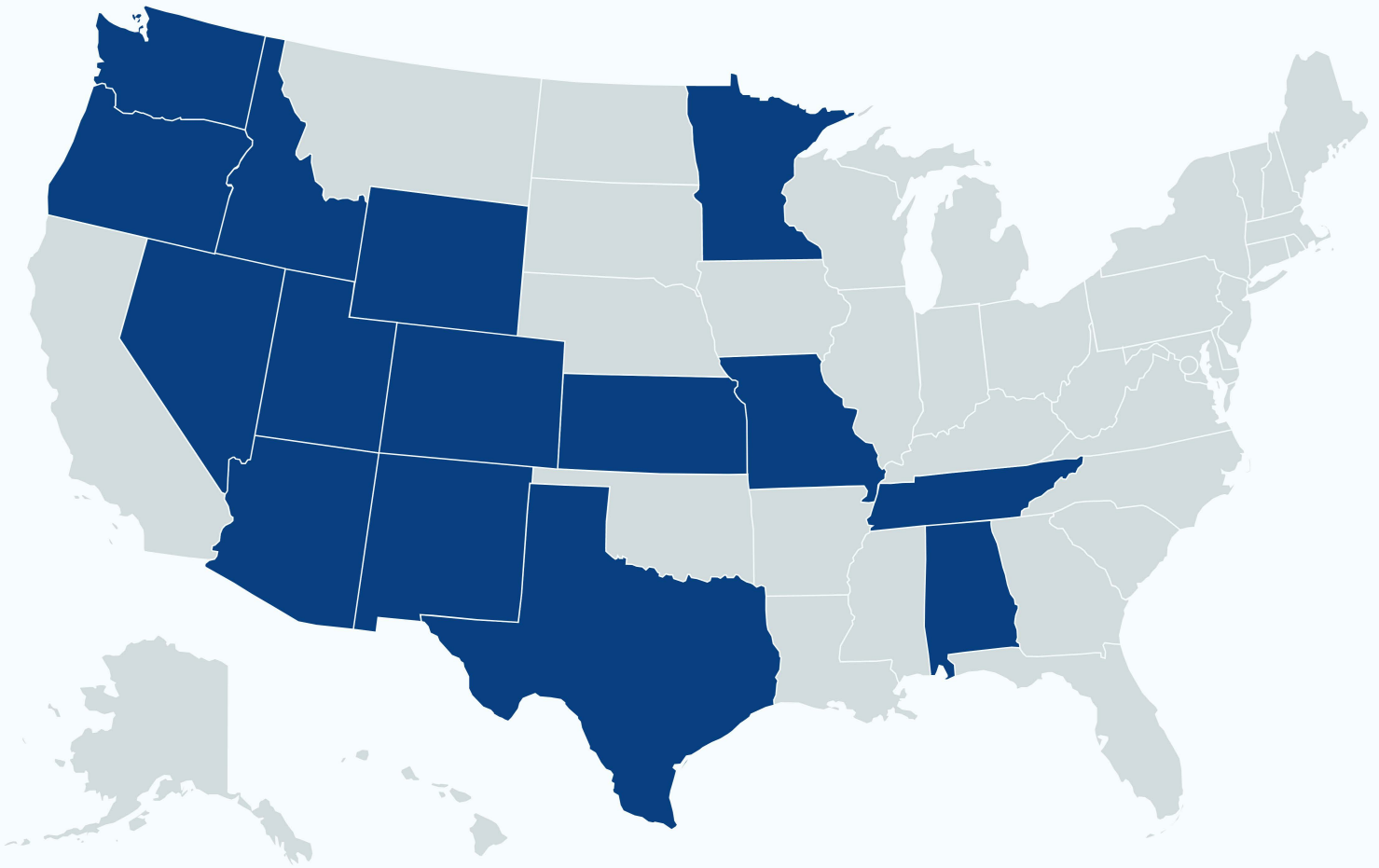
Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES	
100-250	20.37%	11
251-500	16.67%	9
501-1,000	16.67%	9
1,000+	37.04%	20
Other (please specify)	9.26%	5
TOTAL		54

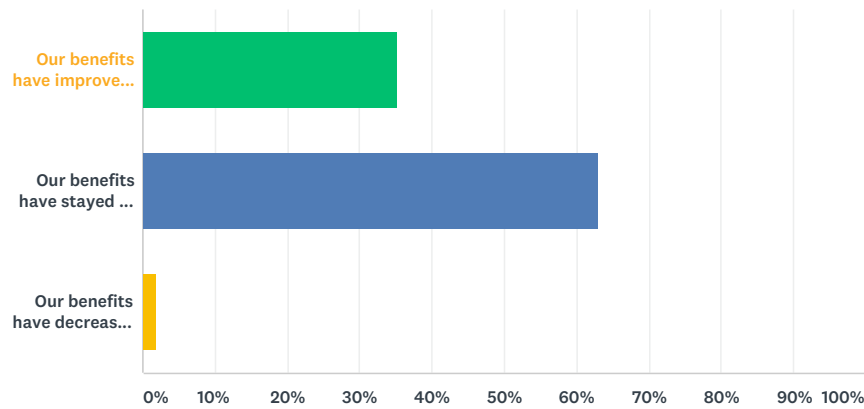
Q4 Please indicate the city and state in which your employees are located. Also, please indicate any other area in which you have at least ten employees eligible for any of your benefit plans. (Select all that apply)

Answered: 49 Skipped: 0



Q5 Pick the statement that best describes your overall benefit offerings in the last year.

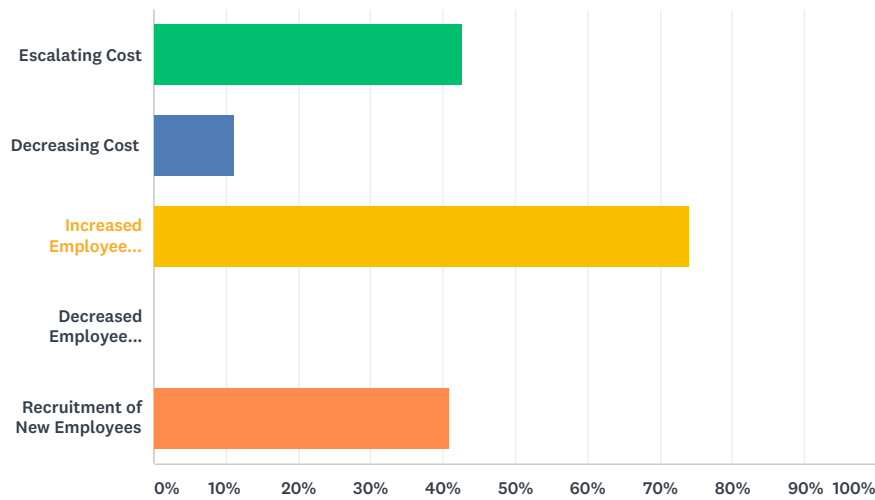
Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES	
Our benefits have improved overall	35.19%	19
Our benefits have stayed the same overall	62.96%	34
Our benefits have decreased overall	1.85%	1
TOTAL		54

Q6 Based on your selection in the question above, what is the main factor(s) influencing your overall benefits package? (choose all that apply)

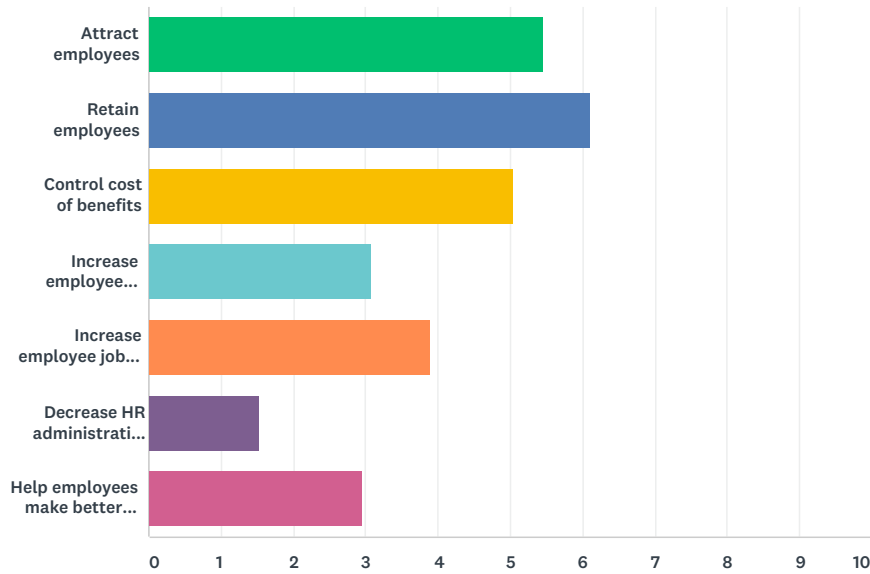
Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES	
Escalating Cost	42.59%	23
Decreasing Cost	11.11%	6
Increased Employee Expectation and Demand—Employee Retention	74.07%	40
Decreased Employee Expectation and Demand	0.00%	0
Recruitment of New Employees	40.74%	22
Total Respondents: 54		

Q7 Rank the following long term employee benefit strategy objectives in order of importance to your organization (list the most important response as #1, second most important as #2, etc).

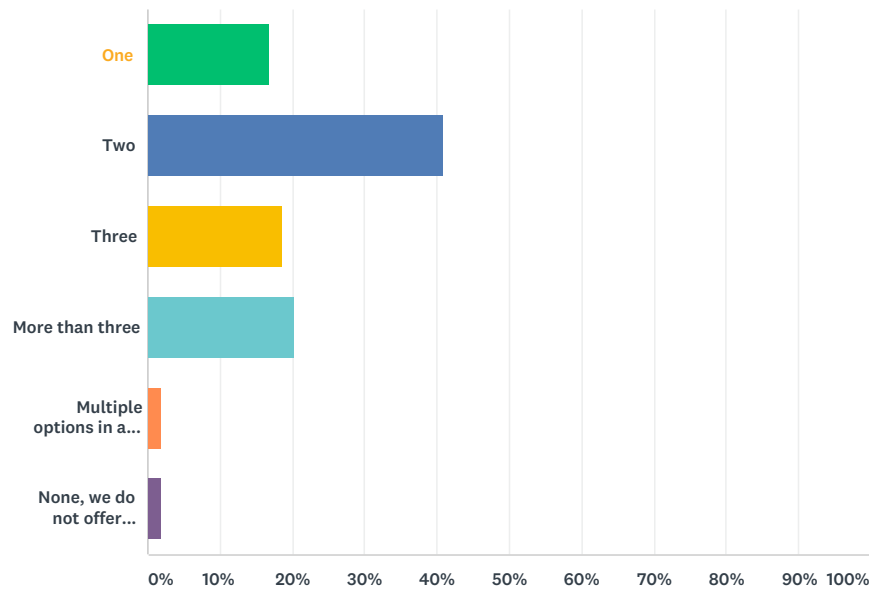
Answered: 53 Skipped: 1



	1	2	3	4	5	6	7	TOTAL	SCORE
(2) Attract employees	16.98% 9	35.85% 19	32.08% 17	7.55% 4	5.66% 3	1.89% 1	0.00% 0	53	5.45
(1) Retain employees	40.38% 21	44.23% 23	5.77% 3	3.85% 2	5.77% 3	0.00% 0	0.00% 0	52	6.10
(3) Control cost of benefits	26.42% 14	5.66% 3	39.62% 21	11.32% 6	9.43% 5	5.66% 3	1.89% 1	53	5.04
(4) Increase employee productivity	1.96% 1	1.96% 1	7.84% 4	23.53% 12	29.41% 15	25.49% 13	9.80% 5	51	3.08
(6) Increase employee job satisfaction	5.88% 3	9.80% 5	7.84% 4	39.22% 20	23.53% 12	9.80% 5	3.92% 2	51	3.90
(5) Decrease HR administration cost	0.00% 0	1.96% 1	0.00% 0	0.00% 0	11.76% 6	19.61% 10	66.67% 34	51	1.53
(7) Help employees make better financial and benefit decisions	9.62% 5	0.00% 0	5.77% 3	15.38% 8	15.38% 8	36.54% 19	17.31% 9	52	2.94

Q8 How many different medical insurance benefit options are offered by your organization? (List the most correct response)

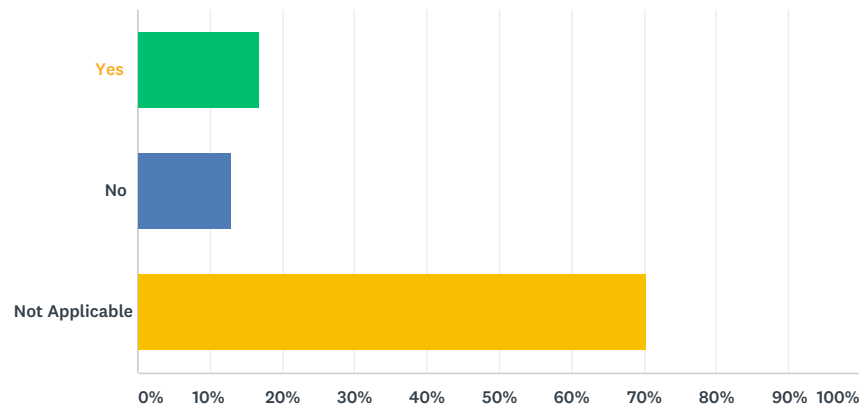
Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES	
One	16.67%	9
Two	40.74%	22
Three	18.52%	10
More than three	20.37%	11
Multiple options in a health exchange	1.85%	1
None, we do not offer medical insurance	1.85%	1
TOTAL		54

Q9 If you do not currently offer an HDHP with an HSA, do you plan on offering this within the next two years?

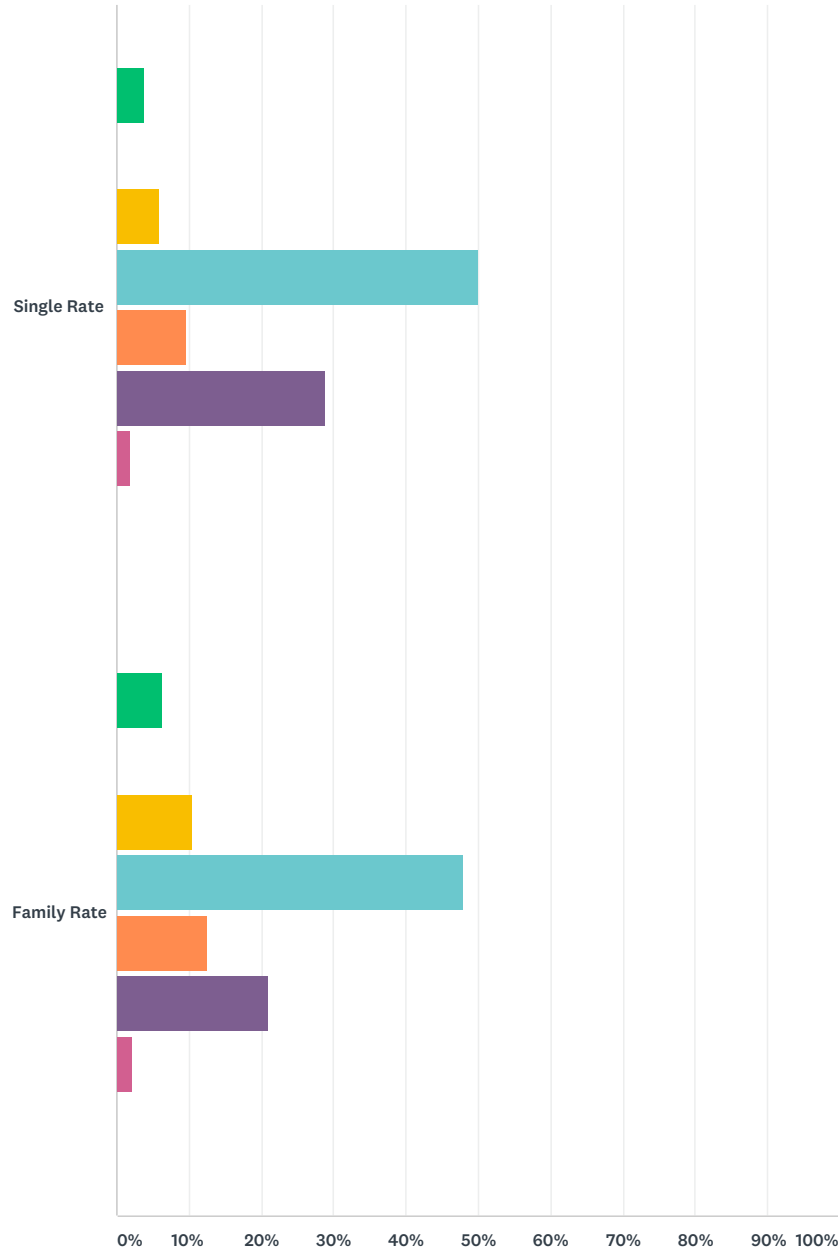
Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	16.67%	9
No	12.96%	7
Not Applicable	70.37%	38
TOTAL		54

Q10 What percentage of the total medical insurance premium is paid by the employer on your least expensive plan? (Select the most correct in each category)

Answered: 54 Skipped: 0

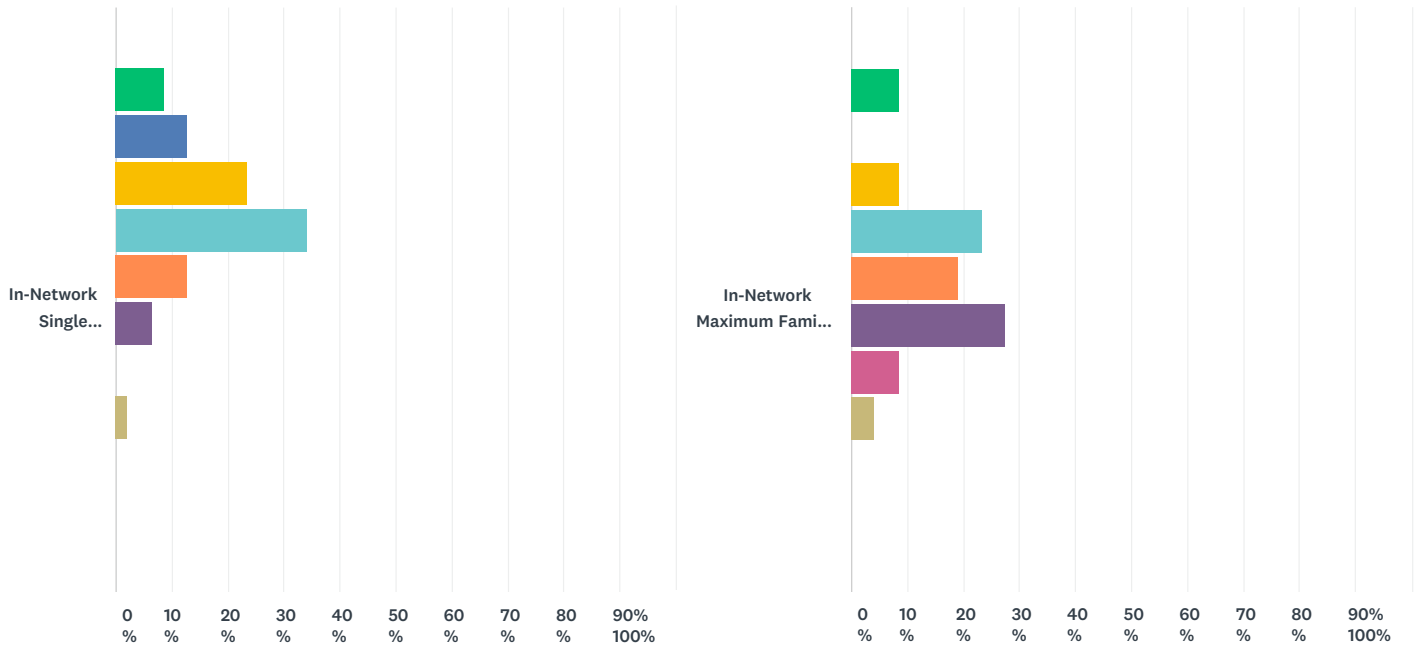


■ Less than 50%
 ■ 50-65%
 ■ 66-79%
 ■ 80-94%
 ■ 95-99%
 ■ 100%
 ■ We offer a defined contribution in a health exchange
 ■ N/A

	LESS THAN 50%	50- 65%	66-79%	80-94%	95-99%	100%	WE OFFER A DEFINED CONTRIBUTION IN A HEALTH EXCHANGE	N/A	TOTAL	WEIGHTED AVERAGE
Single Rate	3.85% 2	0.00% 0	5.77% 3	50.00% 26	9.62% 5	28.85% 15	1.92% 1	0.00% 0	52	4.56
Family Rate	6.25% 3	0.00% 0	10.42% 5	47.92% 23	12.50% 6	20.83% 10	2.08% 1	0.00% 0	48	4.31

Q11 What is the lowest annual deductible offered on a medical plan by your organization? (Select the most correct in each category)

Answered: 49 Skipped: 0



■ \$0 - \$249
 ■ \$250 - \$499
 ■ \$500 - \$999
 ■ \$1,000 - \$1,999
 ■ \$2,000 - \$2,999
 ■ \$3,000 - \$4,999
 ■ \$5,000 - \$5,999
 ■ Over \$6,000
 ■ We use a health exchange
 ■ N/A

	\$0 - \$249	\$250 - \$499	\$500 - \$999	\$1,000 - \$1,999	\$2,000 - \$2,999	\$3,000 - \$4,999	\$5,000 - \$5,999	OVER \$6,000	WE USE A HEALTH EXCHANGE	N/A	TOTAL	WEIGHTED AVERAGE
In-Network Single Deductible	8.51% 4	12.77% 6	23.40% 11	34.04% 16	12.77% 6	6.38% 3	0.00% 0	2.13% 1	0.00% 0	0.00% 0	47	3.60
In-Network Maximum Family Deductible	8.51% 4	0.00% 0	8.51% 4	23.40% 11	19.15% 9	27.66% 13	8.51% 4	4.26% 2	0.00% 0	0.00% 0	47	4.83

Q12 Please provide the following information for the most popular medical plan offered (Individual Plans):

Full data set from answers found in Appendix.

ANSWER CHOICES		Average/Most Common Answer
Type of Plan (HDHP or Traditional Health Plan)	HDHP	HDHP
Premium % Paid By Employer	95%	92.02%
Employer's Share in Dollars (Monthly dollar amount)	\$403.11	\$543.25
Premium % Paid by Employee	5%	10.83%
Employee's Share in Dollars (Monthly dollar amount)	\$21.21	\$42.24
Annual Deductible	\$1500	HDHP: \$2262; Traditional: \$609
Annual Out of Pocket Max	\$4,000	\$3,515

Q13 Please provide the following information for the most popular medical plan offered (Two-Party):

Full data set from answers found in Appendix.

ANSWER CHOICES		RESPONSES
Type of Plan (HDHP or Traditional Medical Plan)	HDHP	HDHP
Premium % Paid By Employer	95%	89.26%
Employer's Share in Dollars (Monthly dollar amount)	\$906.99	\$1,113
Premium % Paid by Employee	5%	12.69%
Employee's Share in Dollars (Monthly dollar amount)	\$47.73	\$285.13
Annual Deductible	\$3,000	\$2,350
Annual Out of Pocket Max	\$8,000	\$6,115

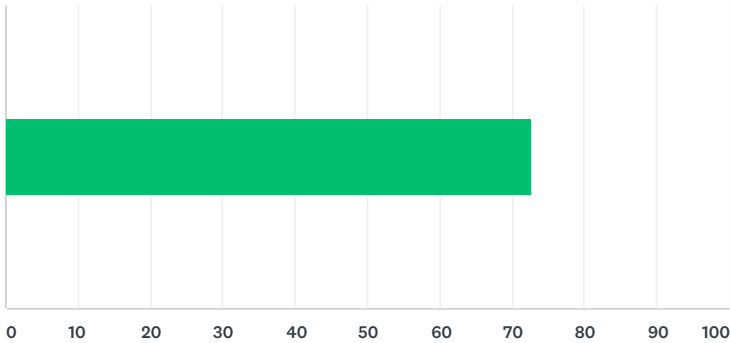
Q14 Please complete the table for the most popular medical plan offered (Family):

Full data set from answers found in Appendix.

ANSWER CHOICES		RESPONSES
Type of Plan (HDHP or Traditional Medical Plan)	HDHP	HDHP
Premium % Paid By Employer	95%	89.64%
Employer's Share in Dollars (Monthly dollar amount)	\$1,209.30	\$1,338
Premium % Paid by Employee	5%	14.74%
Employee's Share in Dollars (Monthly dollar amount)	\$63.66	\$273.87
Annual Deductible	\$3,000	\$2,291
Annual Out of Pocket Max	\$8,000	\$5,764

Q15 What percentage of your population has elected your most popular plan?

Answered: 47 Skipped: 7



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9473	3,410	47
Total Respondents: 47			

Q16 Please complete the table for the second-most popular medical plan offered (Individual):

Full data set from answers found in Appendix.

ANSWER CHOICES	RESPONSES
Type of Plan (HDHP or Traditional Medical Plan)	Traditional
Premium % Paid By Employer	88.29%
Employer's Share in Dollars (Monthly dollar amount)	\$560.04
Premium % Paid by Employee	13.08%
Employee's Share in Dollars (Monthly dollar amount)	\$70.68
Annual Deductible	\$1,361.11
Annual Out of Pocket Max	\$4,167

Q17 Please complete the table for the second-most popular medical plan offered (Two-Party):

Full data set from answers found in Appendix.

ANSWER CHOICES	RESPONSES
Type of Plan (HDHP or Traditional Medical Plan)	Traditional
Premium % Paid By Employer	86.56%
Employer's Share in Dollars (Monthly dollar amount)	\$1,131
Premium % Paid by Employee	14.538%
Employee's Share in Dollars (Monthly dollar amount)	\$214.15
Annual Deductible	\$2,255
Annual Out of Pocket Max	\$5,500

Q18 Please complete the table for the second-most popular medical plan offered (Family):

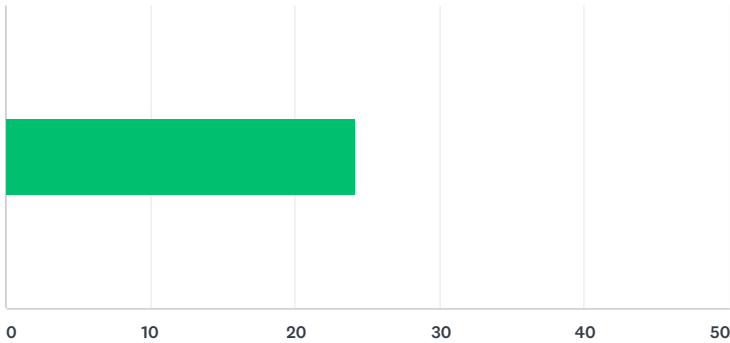
Answered: 36 Skipped: 13

Full data set from answers found in Appendix.

ANSWER CHOICES	RESPONSES
Type of Plan (HDHP or Traditional Medical Plan)	Traditional
Premium % Paid By Employer	84.69%
Employer's Share in Dollars (Monthly dollar amount)	\$1,376
Premium % Paid by Employee	16.85%
Employee's Share in Dollars (Monthly dollar amount)	\$282.92
Annual Deductible	\$2,478
Annual Out of Pocket Max	\$5,450

Q19 What percentage of your employees have elected your second-most popular plan?

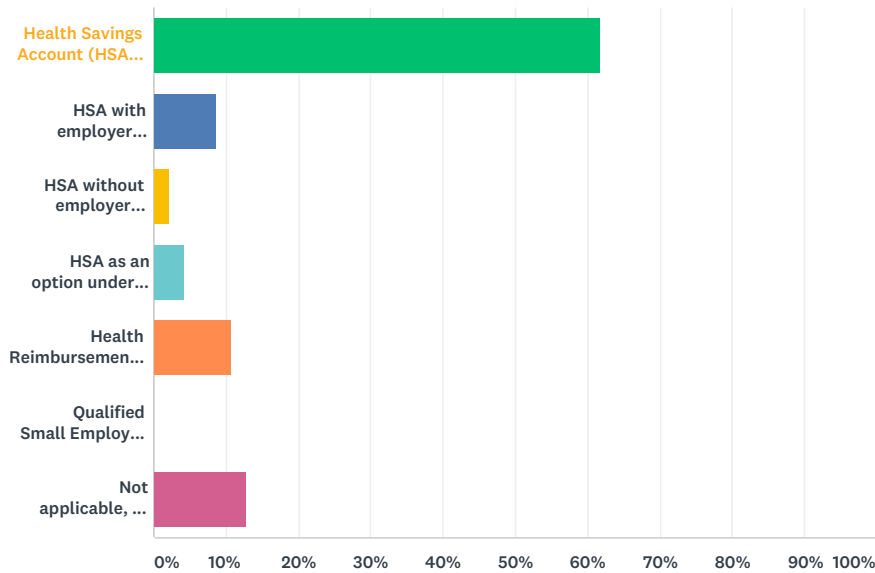
Answered: 40 Skipped: 14



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	24	965	40
Total Respondents: 40			

Q20 Which of the following does your company offer? (Select all that apply)

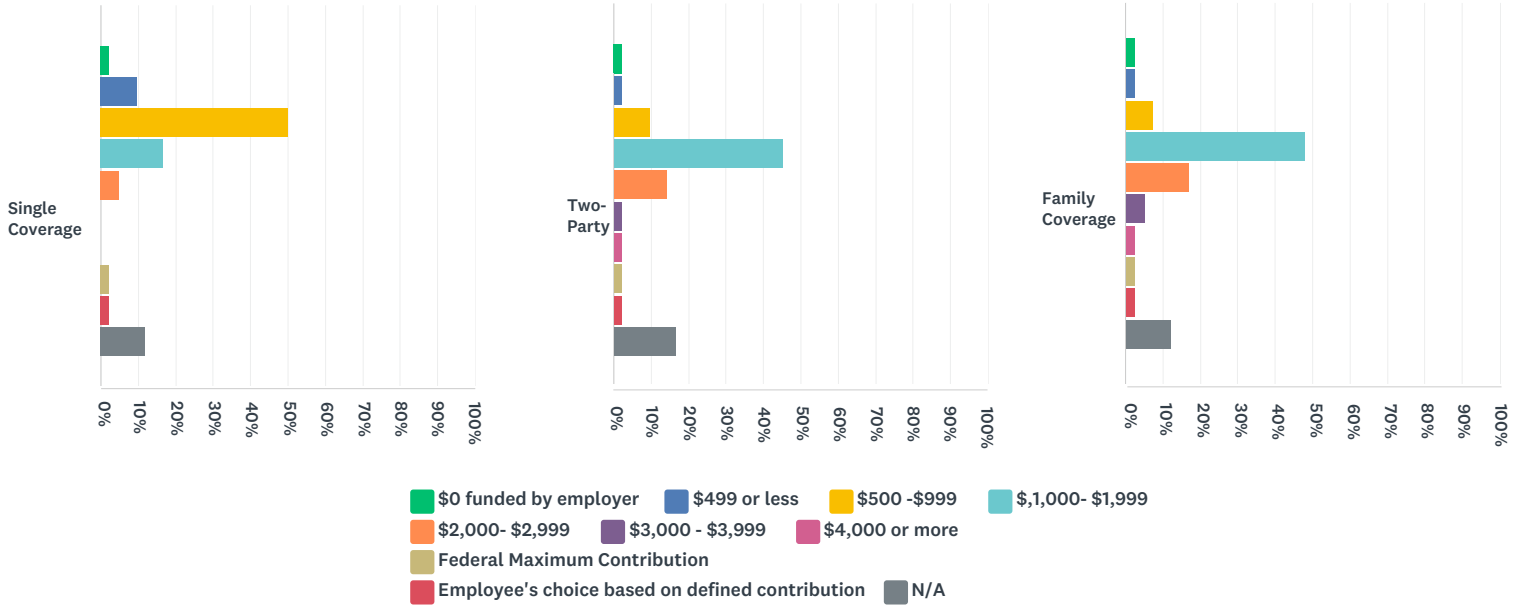
Answered: 47 Skipped: 7



ANSWER CHOICES	RESPONSES	
Health Savings Account (HSA) with flat dollar employer contribution	61.70%	29
HSA with employer contribution based on a matching provision	8.51%	4
HSA without employer contribution	2.13%	1
HSA as an option under a defined contribution arrangement	4.26%	2
Health Reimbursement Arrangement (HRA)	10.64%	5
Qualified Small Employer Heath Reimbursement Arrangement (QSEHRA)	0.00%	0
Not applicable, we offer neither HSA nor HRA options	12.77%	6
Total Respondents: 47		

Q21 If applicable, how much annual employer funding is provided toward the HSA or HRA assuming that an employee maximizes any matching provision? (Choose the most precise answer in each category)

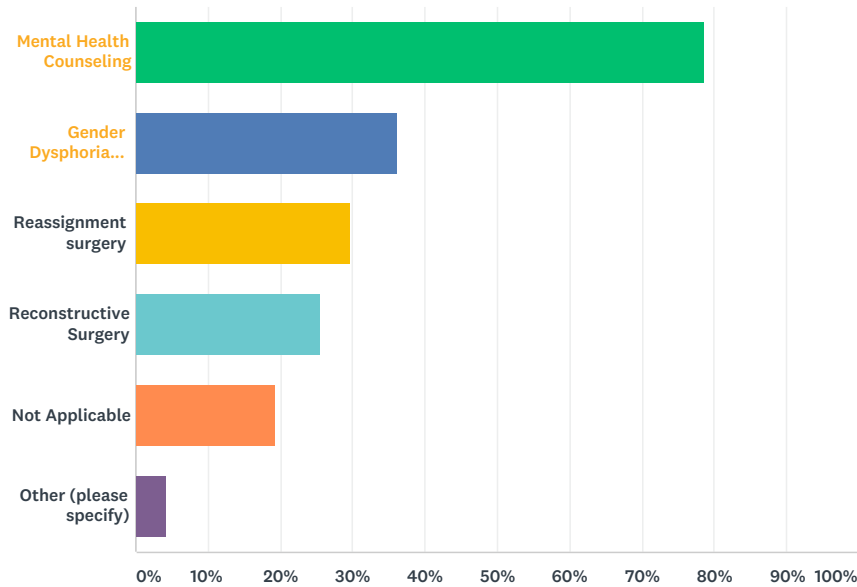
Answered: 42 Skipped: 7



	\$0 FUNDED BY EMPLOYER	\$499 OR LESS	\$500 - \$999	\$1,000 - \$1,999	\$2,000 - \$2,999	\$3,000 - \$3,999	\$4,000 OR MORE	FEDERAL MAXIMUM CONTRIBUTION	EMPLOYEE'S CHOICE BASED ON DEFINED CONTRIBUTION	N/A	TOTAL
Single Coverage	4.26% 2	8.51% 4	51.06% 24	17.02% 8	4.26% 2	0.00% 0	0.00% 0	2.13% 1	2.13% 1	10.64% 5	47
Two-Party	4.26% 2	2.13% 1	10.64% 5	44.68% 21	12.77% 6	4.26% 2	2.13% 1	2.13% 1	2.13% 1	14.89% 7	47
Family Coverage	4.26% 2	2.13% 1	8.51% 4	46.81% 22	14.89% 7	6.38% 3	2.13% 1	2.13% 1	2.13% 1	10.64% 5	47

Q22 Does your organization does offer any of the below gender dysphoria benefits, which of the following does your plan offer? (Select all that apply.)

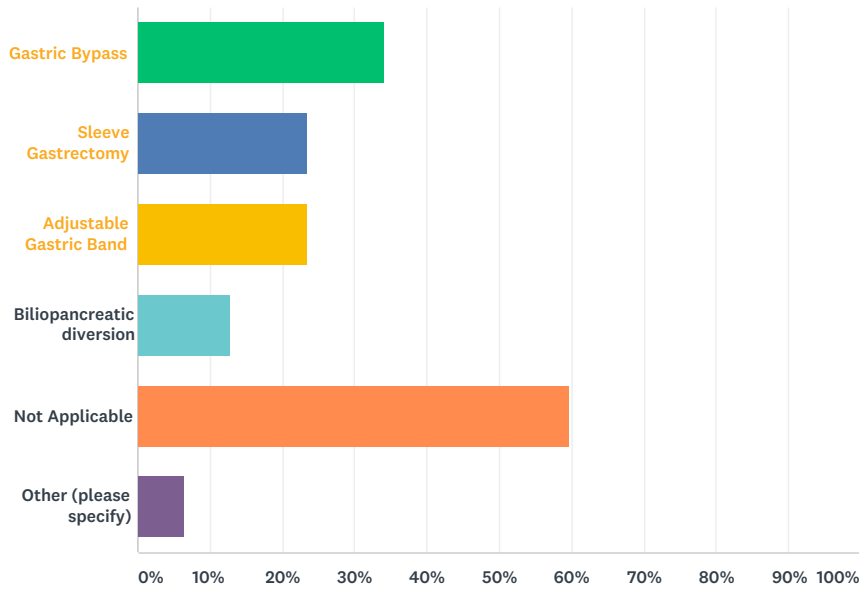
Answered: 47 Skipped: 7



ANSWER CHOICES	RESPONSES	
Mental Health Counseling	78.72%	37
Gender Dysphoria Related Prescription Medications	36.17%	17
Reassignment surgery	29.79%	14
Reconstructive Surgery	25.53%	12
Not Applicable	19.15%	9
Other (please specify)	4.26%	2
Total Respondents: 47		

Q23 Does your organization does offer any of the below bariatric surgery benefits? (Select all that apply)

Answered: 47 Skipped: 7



ANSWER CHOICES	RESPONSES	
Gastric Bypass	34.04%	16
Sleeve Gastrectomy	23.40%	11
Adjustable Gastric Band	23.40%	11
Biliopancreatic diversion	12.77%	6
Not Applicable	59.57%	28
Other (please specify)	6.38%	3
Total Respondents: 47		

Q24 If applicable, what does your bariatric benefit plan pay?

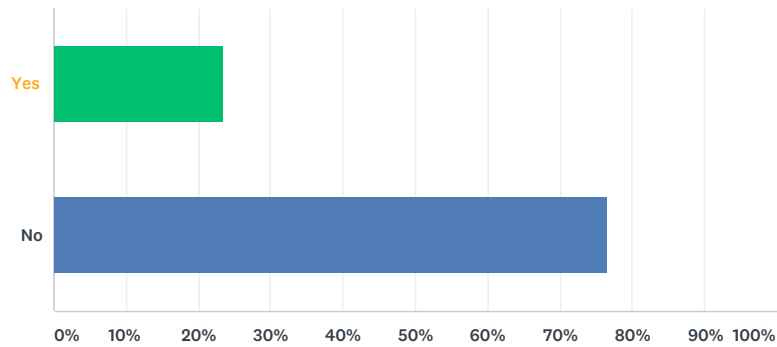
Individual answers below:

- 80%
- 100% after deductible
- 90% of AA after deductible
- \$1,000 co-pay after deductible
- 100% covered
- 50% coinsurance
- 100%
- 100% after deductible
- \$10,000 lifetime limit
- 50%
- Up to \$20,000
- 80% after deductible

Full data set from answers found in Appendix.

Q25 Does your organization offer an on-site or near-site health clinic?

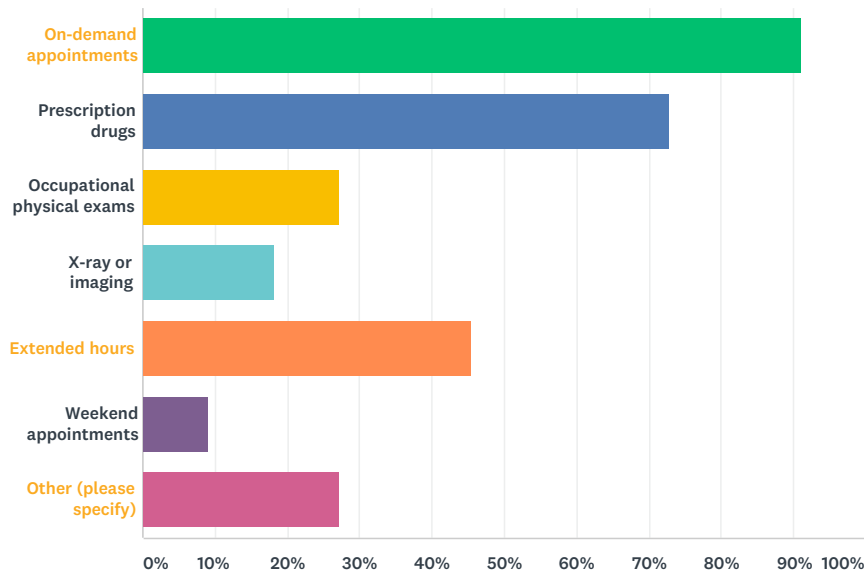
Answered: 47 Skipped: 7



ANSWER CHOICES	RESPONSES	
Yes	23.40%	11
No	76.60%	36
TOTAL		47

Q26 What benefits does your clinic provide? (Select all that apply.)

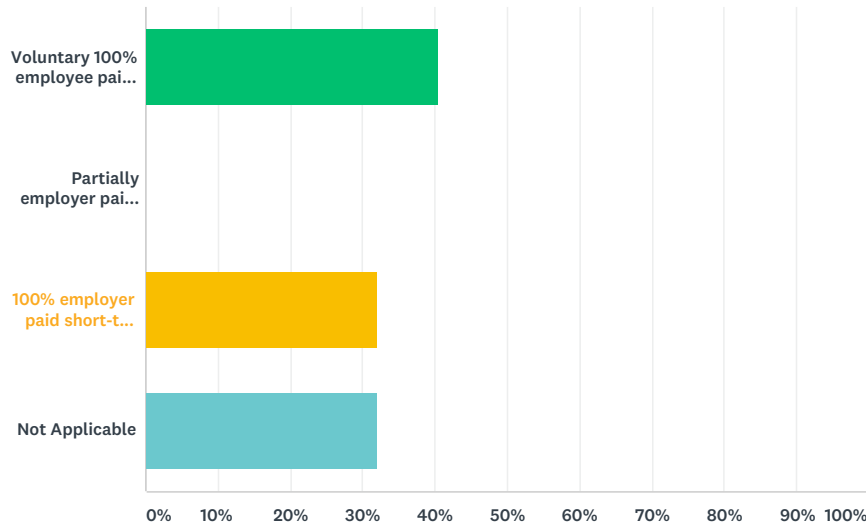
Answered: 11 Skipped: 43



ANSWER CHOICES	RESPONSES	
On-demand appointments	90.91%	10
Prescription drugs	72.73%	8
Occupational physical exams	27.27%	3
X-ray or imaging	18.18%	2
Extended hours	45.45%	5
Weekend appointments	9.09%	1
Other (please specify) Total	27.27%	3
Respondents: 11		

Q27 What type of short term group disability plans are offered by your company, not including non-group ancillary coverage through vendors like Aflac or Colonial Life? (Select all that apply)

Answered: 47 Skipped: 7



ANSWER CHOICES	RESPONSES	
Voluntary 100% employee paid short-term disability	40.43%	19
Partially employer paid short-term disability	0.00%	0
100% employer paid short-term disability	31.91%	15
Not Applicable	31.91%	15
Total Respondents: 47		

Q28 What is the waiting period before short term disability benefits are paid?

Answered: 28 Skipped: 21

Individual answers below:

- 8, 15, or 30 days
- 7 days or exhaust sick leave
- 14 days
- 10 days
- 3 days
- 7 days
- 6 months
- 7 days
- 15 days
- 2 weeks
- 7-14 days
- 14 days
- 7 or 30 days, depending on whether employee is city paid or employee paid, respectively
- 7 days
- 14 days
- 30, 60, or 90 days, dependent on employee choice
- 14 days
- 7 days
- 7 days
- 30 days
- 14 or 60 days, depending on whether employee is city paid or employee paid, respectively
- 7 days
- 30 days
- 7 days
- 14 days, or 90 days for pre-existing condition
- 14 days
- None

Full data set from answers found in Appendix.

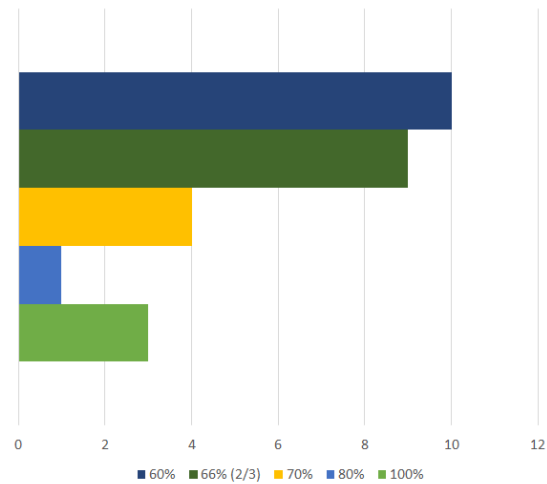
Q29 What is the maximum short term disability benefit period?

Individual answers below:

- 26 weeks
- 13 weeks
- 13 weeks
- 12 weeks
- 26 weeks
- 26 weeks
- 90 days
- 3 months
- 160 days
- 12 weeks
- 90 days
- 26 weeks
- 6 months
- 180 days
- 13 months
- 17 weeks
- 6 months
- 90 days
- 90 days
- 120 days
- 13 weeks
- 90 days
- 13 weeks
- 11 weeks
- 12 weeks
- 520 hours (if accrued)
- 90 days
- 13 weeks

Full data set from answers found in Appendix.

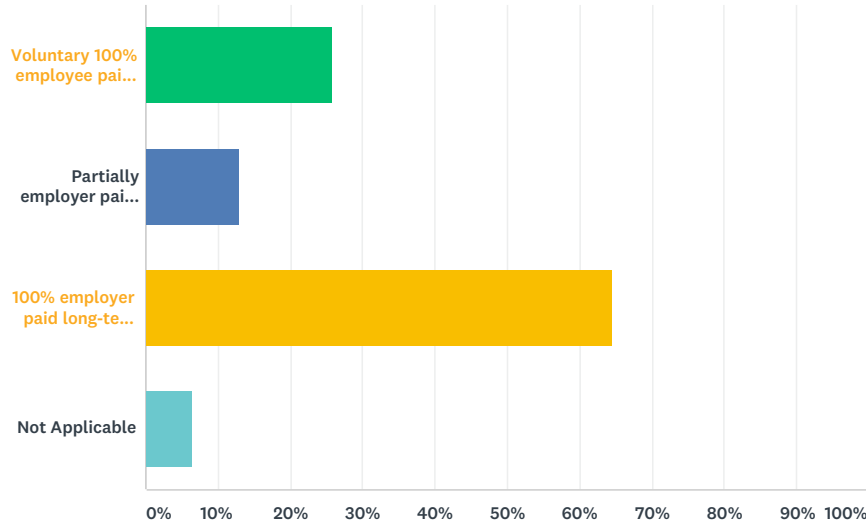
Q30 What is your monthly short term disability benefit amount?



ANSWER CHOICES	RESPONSES	
60%	32%	10
66% (2/3)	36%	9
70%	16%	4
80%	4%	1
100%	12%	3
TOTAL		25

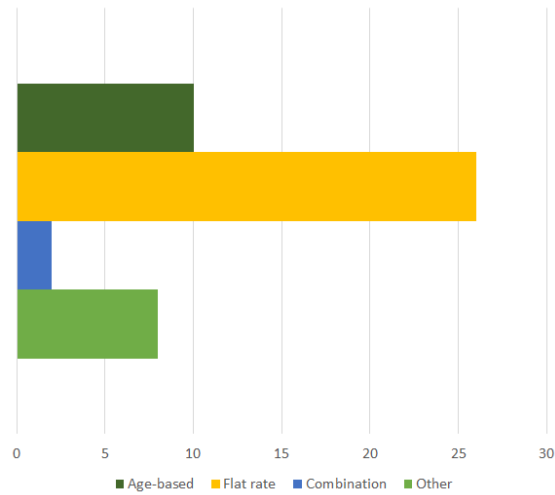
Q31 What type of long term group disability plans are offered by your company, not including non-group ancillary coverage through vendors like Aflac or Colonial Life? (Select all that apply)

Answered: 31 Skipped: 23



ANSWER CHOICES	RESPONSES	
Voluntary 100% employee paid long-term disability	25.81%	8
Partially employer paid long-term disability	12.90%	4
100% employer paid long-term disability	64.52%	20
Not Applicable	6.45%	2
Total Respondents: 31		

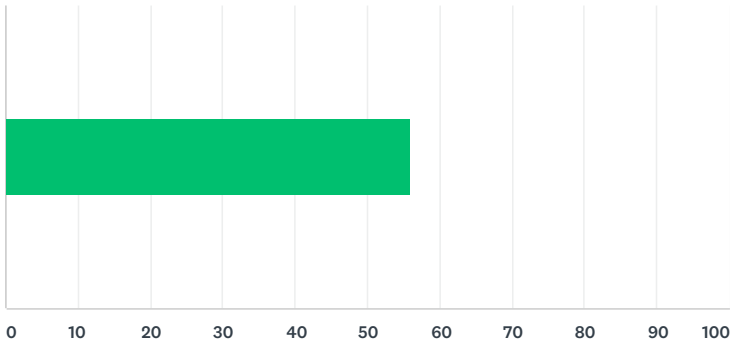
Q32 How is the premium for your long term disability plans determined?



ANSWER CHOICES	RESPONSES
Age-based	23.26% 10
Flat rate	60.47% 26
Combination	4.65% 2
Other	11.63% 8
TOTAL	43

Q33 What is the monthly long term disability benefit amount (as a percentage)?

Answered: 46 Skipped: 8



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6756	2,567	46
Total Respondents: 46			

Q34 What is the elimination period for employees to receive long term disability payments?

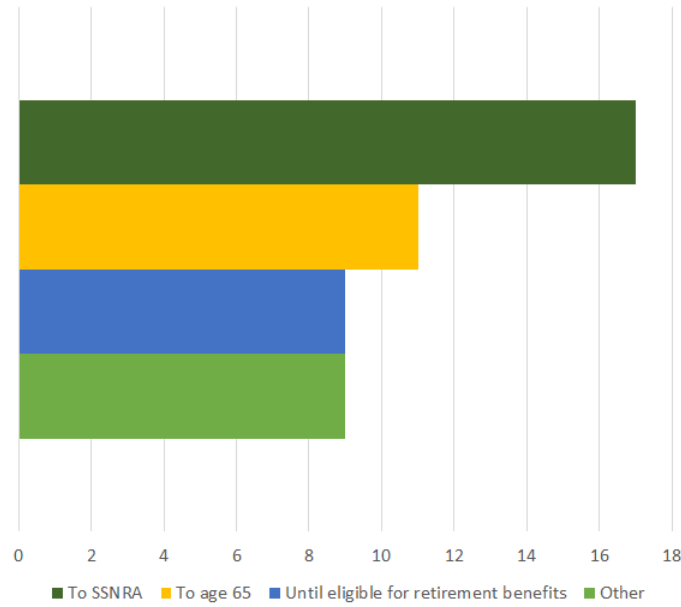
Answered: 41 Skipped: 8

Individual answers below:

- 90 days
- 6 months
- 12 Weeks
- 90 days
- 90 days
- 90 days
- 12 weeks
- 90 days
- 90 days
- 90 days
- 90 days
- 90 days
- 90 days
- 120 days
- 90 days
- 90 days
- 90 days
- 90 days
- 120 days
- 13 weeks
- 90 days
- 90 days
- 180 days
- 180 days
- 90 days
- 180 days
- 180 days
- 90 days

Full data set from answers found in Appendix.

Q35 What is the maximum disability payment benefit period?



ANSWER CHOICES	RESPONSES	
To SSNRA (Social Security Normal Retirement Age)	36.96%	17
To age 65	23.91%	11
Until eligible for retirement benefits	19.57%	9
Other (please specify)	19.57%	9
TOTAL		46

Q36 What is the benefit period for mental health-related long term disability claims?

Answered: 41 Skipped: 8

ANSWER CHOICES	RESPONSES	
Inpatient	95.12%	39
Outpatient	97.56%	40

Individual answers below:

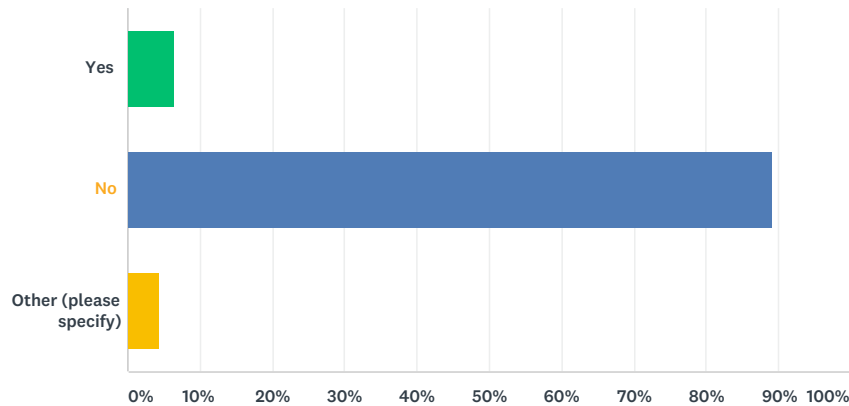
(All answers are the same for inpatient and outpatient, unless otherwise noted.)

- 24 months for outpatient
- 24 months
- 12 months (for age 69 or older)
- 180 days
- Salaried: to SSNRA; Hourly: 2 years
- 24 months
- 24 months
- 90 days to 2 years, depending on circumstances
- 2 years
- To SSNRA
- 60 days inpatient, 30 days outpatient
- 24 months
- 24 months
- 24 months
- 24 months
- 90 days

Full data set from answers found in Appendix.

Q37 Do you offer childcare for your employees?

Answered: 46 Skipped: 8



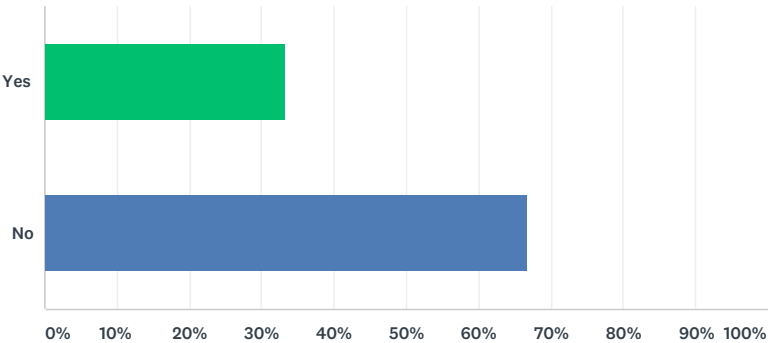
ANSWER CHOICES		RESPONSES	
Yes		6.52%	3
No		89.13%	41
Other (please specify)		4.35%	2
TOTAL			46

Responses under "Other":

- Discounted Mild Illness Care
- Fitness center employees can use the facility's day care at a reduced cost.

Q38 Is your childcare option at an on-site or near-site facility?

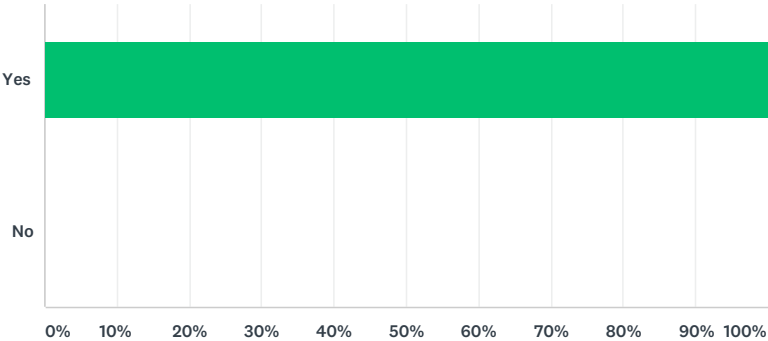
Answered: 3 Skipped: 51



ANSWER CHOICES	RESPONSES	
Yes	33.33%	1
No	66.67%	2
TOTAL		3

Q39 Is childcare limited to the children of employees?

Answered: 1 Skipped: 53



ANSWER CHOICES		RESPONSES	
Yes		100.00%	1
No		0.00%	0
TOTAL			1

Q40 What is the cost of your childcare program?

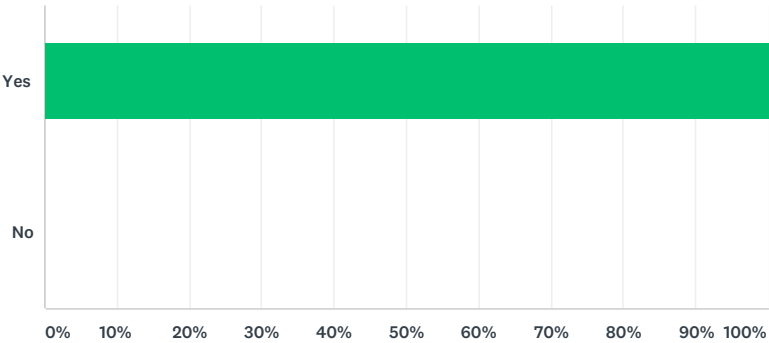
Answered: 1 Skipped: 53

Individual answers below:

- \$588/month 6 w-24 mth, \$550 2 yrs and \$540 Pre-K

Q41 Do you offer a discount to your employees who have children enrolled in the provided childcare?

Answered: 1 Skipped: 53



ANSWER CHOICES		RESPONSES	
Yes		100.00%	1
No		0.00%	0
TOTAL			1

Q42 What is the discount you offer?

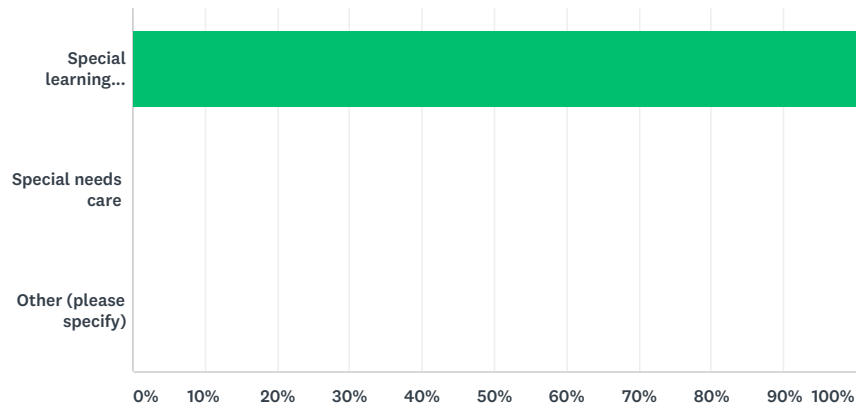
Answered: 1 Skipped: 53

Individual answers below:

- Employee pays \$87 under 2 and \$106 over 2

Q43 What type of services are provided? (Select all that apply.)

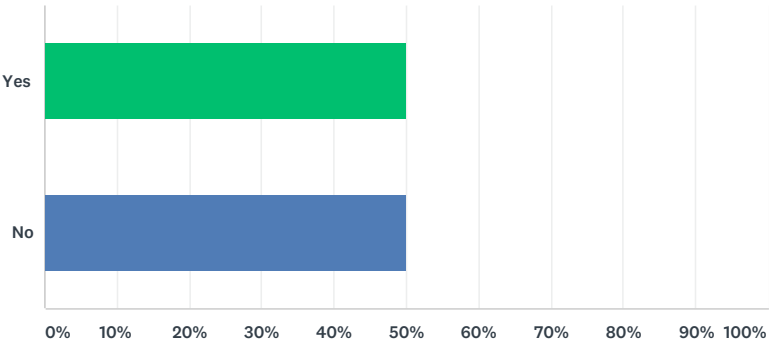
Answered: 1 Skipped: 53



ANSWER CHOICES		RESPONSES	
Special learning curriculum		100.00%	1
Special needs care		0.00%	0
Other (please specify)		0.00%	0
Total Respondents: 1			

Q44 Do you have a preferred provider that you recommend to your employees?

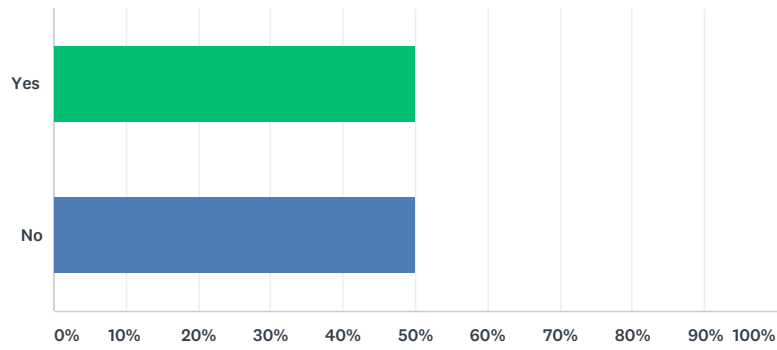
Answered: 2 Skipped: 52



ANSWER CHOICES		RESPONSES
Yes		50.00% 1
No		50.00% 1
TOTAL		2

Q45 Does this provider offer a discounted rate for your employees?

Answered: 2 Skipped: 52



ANSWER CHOICES	RESPONSES	
Yes	50.00%	1
No	50.00%	1
TOTAL		2

Q46 What is the cost of your recommended childcare option?

Answered: 2 Skipped: 52

Full data set from answers found in Appendix.

Q47 What discount is offered if any?

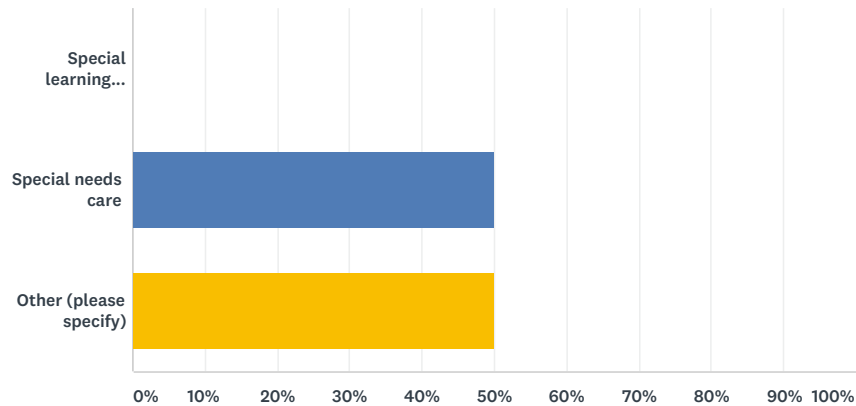
Answered: 1 Skipped: 50

Individual answers below:

- \$30-\$100 weekly benefit for qualified employees

Q48 What type of services are provided? (Select all that apply.)

Answered: 2 Skipped: 52



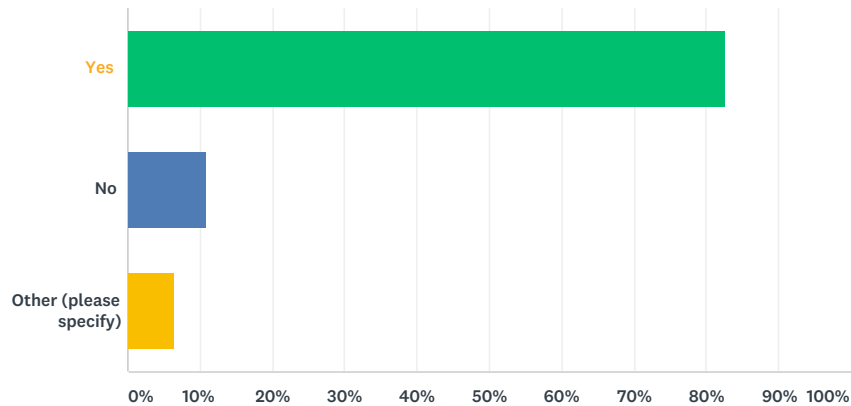
ANSWER CHOICES	RESPONSES	
Special learning curriculum	0.00%	0
Special needs care	50.00%	1
Other (please specify)	50.00%	1
Total Respondents: 2		

Responses under "Other":

- All day and after-school day care.

Q49 Does your organization offer tuition reimbursement?

Answered: 46 Skipped: 8



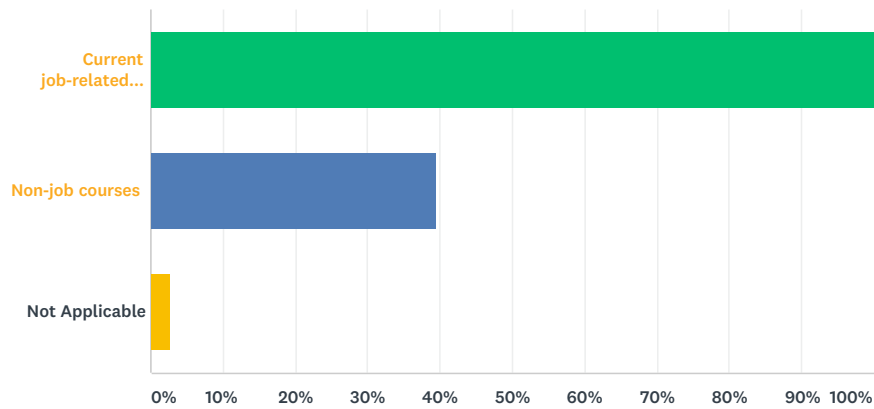
ANSWER CHOICES		RESPONSES	
Yes		82.61%	38
No		10.87%	5
Other (please specify)		6.52%	3
TOTAL			46

Responses under "Other":

- \$1500 per year
- For job related classes
- If budget permits

Q50 If your organization offers tuition reimbursement, what types of courses are eligible? (Select all that apply)

Answered: 38 Skipped: 16



ANSWER CHOICES	RESPONSES	
Current job-related courses	100.00%	38
Non-job courses	39.47%	15
Not Applicable	2.63%	1
Total Respondents: 38		

Q51 What is the maximum amount of tuition that your organization will reimburse? (Enter dollar amount or percentage.)

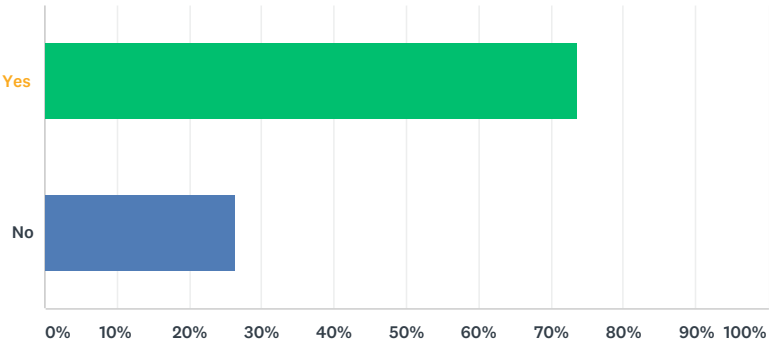
Individual answers below:

- \$1,000 annually
- \$3,000
- \$2,000 annually
- Dependent on budget
- \$5,250 for FT employees
- \$4,000
- \$3,000/fiscal year
- 100% depending on institution grade
- Based on grade and local public college
- \$2,000
- \$1,500/year
- \$2,500
- \$5,250/year
- \$3000 for bachelor's degree or \$5,000 for master's degree
- \$5,000
- \$1,500/yr
- \$4,000
- \$3,500 annually
- 50%
- \$5,000
- \$2,000 per year
- \$6,000 annually
- \$5,250
- 50% up to a max of \$10,000 per year
- \$4,000 per fiscal year up to 4 years = Up to \$16,000 total
- \$5,120
- 100%
- \$2,500 annually
- \$2,000
- \$1,000
- \$2,000
- \$4,000/yr
- \$2,000
- 100%
- \$1,250

Full data set from answers found in Appendix.

Q52 If an employee separates employment after receiving tuition reimbursement, do you require repayment of the reimbursement?

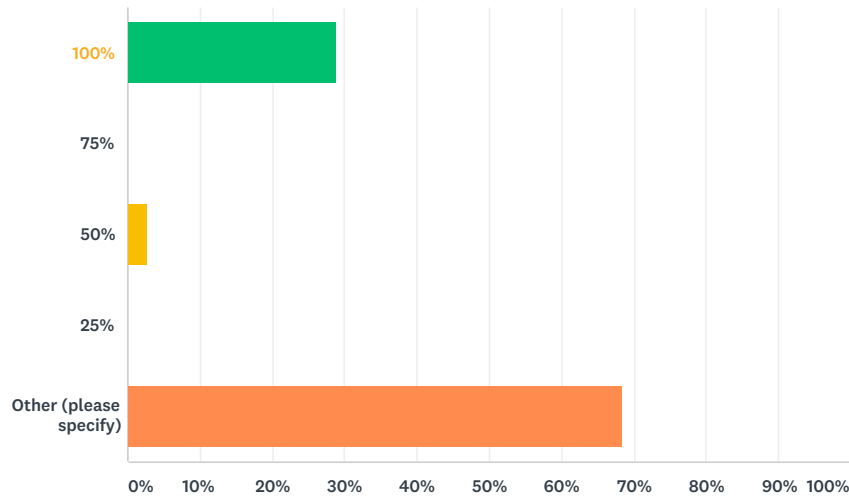
Answered: 38 Skipped: 16



ANSWER CHOICES		RESPONSES
Yes		73.68%28
No		26.32%10
TOTAL		38

Q53 If you require tuition reimbursement repayment, what are your repayment terms?

Answered: 38 Skipped: 16



ANSWER CHOICES	RESPONSES	
100%	28.95%	11
75%	0.00%	0
50%	2.63%	1
25%	0.00%	0
Other (please specify)	68.42%	26
TOTAL		38

Responses under "Other":

- Prorated on quarterly increments within 2 years of receiving tuition reimbursement.
- Varying
- Varying based on time period
- Dependent on how long the employee stays with the organization after receiving reimbursement.
- Nothing after one year.
- Based on how long the employee was employed after tuition repayment.
- Prorated amount owed per month on final check.
- Prorated for previous 24 months
- Prorated
- 100% of benefits paid within three years. After three years, 0%
- Prorated for two years
- 100% if employee separates less than one year after completion
- Based on length of service since reimbursement
- Prorated

Full data set from answers found in Appendix.

Q54 If you require tuition reimbursement repayment, how long must the recipient be employed to avoid repayment?

Answered: 38 Skipped: 16

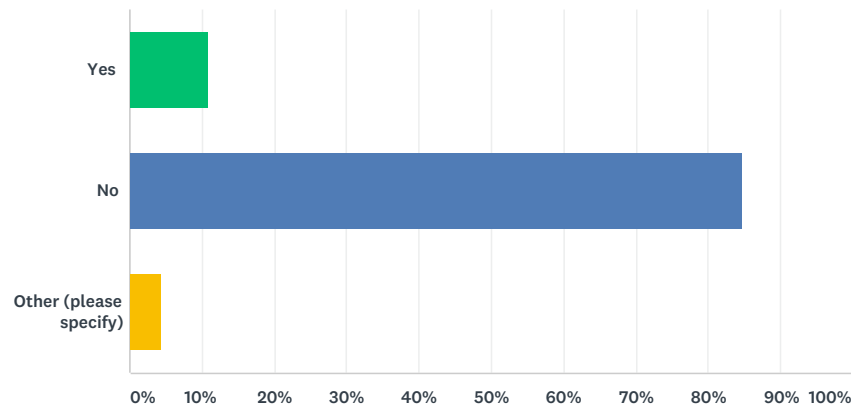
Individual responses listed below:

- Six months and work at least 20 hours a week
- Two years
- More than 12 months after receiving benefit
- One year
- Two years after reimbursement
- One year post reimbursement
- One year
- One year
- Two years
- Two years beyond the last reimbursement
- One year
- One year
- One year
- Two years
- Six months after every reimbursement
- Two years
- One year
- One year
- Three years
- Two years
- One year
- One year
- One year following course end date
- Three years
- Three years
- Year for year worked

Full data set from answers found in Appendix.

Q55 Does your organization offer student loan assistance and/or repayment benefits?

Answered: 46 Skipped: 8



ANSWER CHOICES	RESPONSES	
Yes	10.87%	5
No	84.78%	39
Other (please specify)	4.35%	2
TOTAL		46

Responses under "Other":

- Student loan debt consolidation benefits

Full data set from answers found in Appendix.

Q56 If you offer a student loan assistance and/or repayment plan, how is the plan designed?

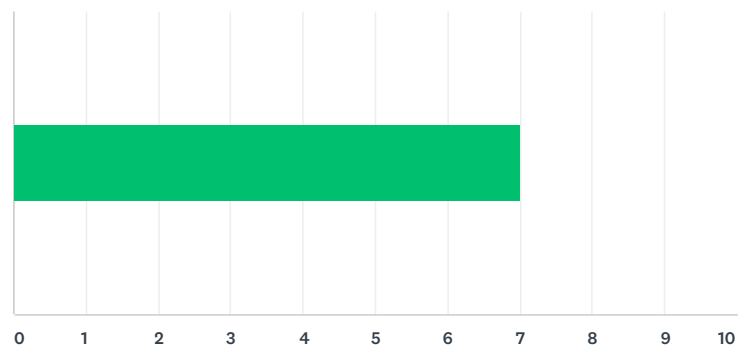
Individual answers below:

- \$50/month
- Full-time employees who have been with the organization for one year are eligible to receive\$50 monthly.
- Eligibility is determined by position and department.
- Plan is designed to provide conseling.

Full data set from answers found in Appendix.

Q57 What percentage of your workforce participates in either tuition reimbursement or student loan repayment programs?

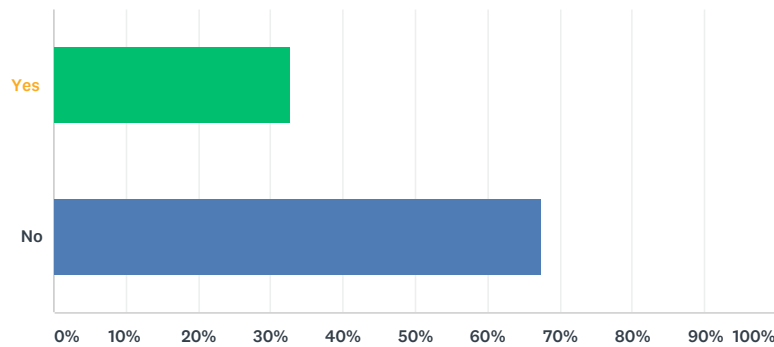
Answered: 5 Skipped: 49



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	35	5
Total Respondents: 5			

Q58 Do you offer employees additional pay based on length of service (a.k.a. longevity pay)?

Answered: 46 Skipped: 8



ANSWER CHOICES		RESPONSES
Yes		32.61% 15
No		67.39% 31
TOTAL		46

Q59 If longevity pay is offered, what is the dollar amount or percentage of pay in relation to years of service?

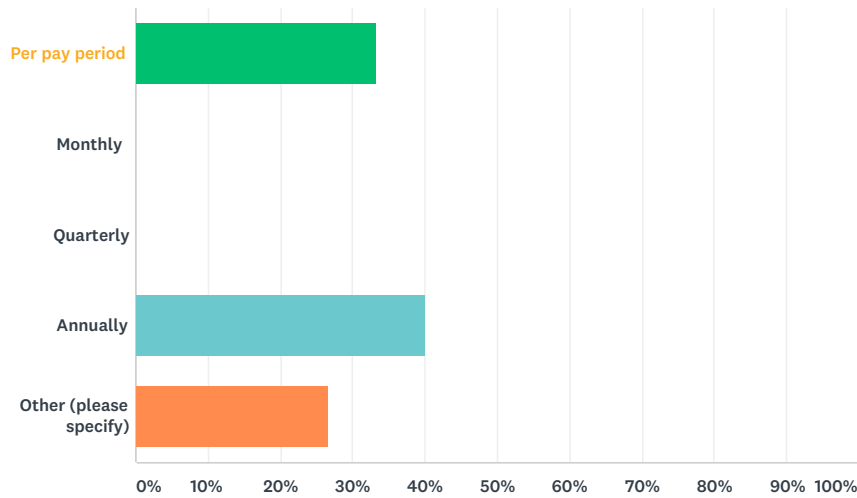
Individual answers below:

- \$50, increasing by \$25 every five years.
- \$25 per year of service up to a maximum of \$5,000 per year.
- \$2 for every year over five years.
- 1% for every five years.
- \$10 per month at 10 years; \$20 per month at 18 years.
- 2.75% after 8 years and be [at] or above the current maximum of the salary range for at least one year.
- 2%-5%
- Program is only for uniformed officers, and varies by department (sheriffs, police, and fire).
- Longevity pay offered on a scale based on years of service after 10, starting at \$300 and ending at \$950.
- Whichever option is the lesser of: .0025 x hourly rate or \$500 for 5-9.9 years, \$1000 for 7-14.9 years, or \$1500 for 15+ years.
- BUA
- Longevity pay is offered at the following rates. 6 years: \$50/month; 10 years: \$75/month; 16 years: \$100/month; 20 years: \$125/month.

Full data set from answers found in Appendix.

Q60 If longevity pay is offered, how often is this pay given?

Answered: 15 Skipped: 39



ANSWER CHOICES	RESPONSES	
Per pay period	33.33%	5
Monthly	0.00%	0
Quarterly	0.00%	0
Annually	40.00%	6
Other (please specify)	26.67%	4
TOTAL		15

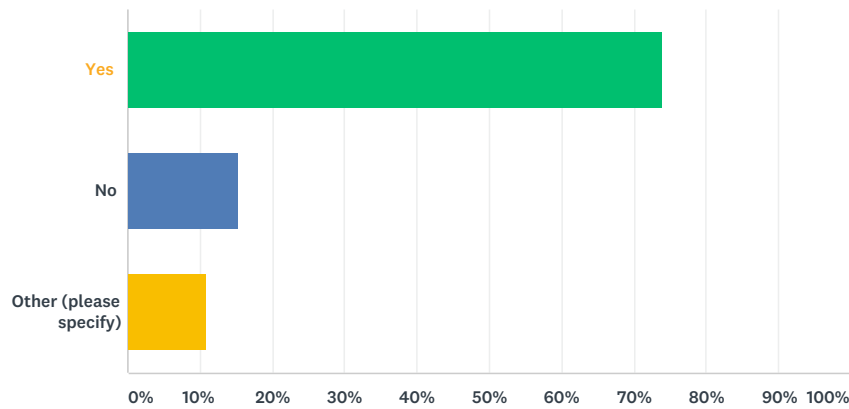
Responses under "Other":

- Per collective bargaining agreement. Varying by employee group.
- One-time bonus for employees on step plan. Percent increase to base pay for employees on general pay plan.

Full data set from answers found in Appendix.

Q61 Does your organization offer take-home vehicles for your public safety personnel?

Answered: 46 Skipped: 8



ANSWER CHOICES	RESPONSES	
Yes	73.91%	34
No	15.22%	7
Other (please specify)	10.87%	5
TOTAL		46

Full data set from answers found in Appendix.

Q62 Please detail any employee costs included in your take-home vehicle plan design:

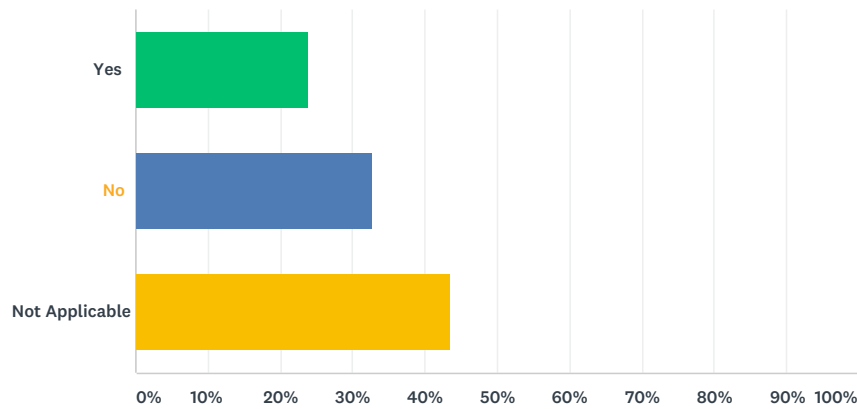
Individual answers below:

- Employees must pay for toll lanes.
- A car allowance may be paid to department directors, the RDA chief operating officer, and up to three employees in the mayor's office at a rate not to exceed \$400 per month as determined by the mayor. A car allowance may be paid to the Council Executive Director at a rate not to exceed \$400 per month as determined by the council chair. A car allowance may be paid to specific appointed employees at a rate not to exceed \$400 per month as recommended by the mayor and approved by the city council.
- Personal income tax related to domicile to duty and other non work miles.
- [Take-home vehicles are available] for uniform personnel.
- [Take-home vehicle program design] varies.
- No costs—only first responders can take home vehicles.
- Taxable
- No cost
- Free up to 55 miles, then \$20 per pay period.
- Employees are responsible for any IRS-determined tax.
- No cost to employees.
- For officers who live outside of city limits, the cost is \$1 per mile (one way) per pay period up to 50 miles; i.e., if you live 10 miles outside of city limits, it will cost you \$10 per pay period to take your car home.
- \$3 per day for employees, but no cost for law enforcement.
- No cost for those that live in [CITY]. \$25.00 monthly for those living in [COUNTY]. \$50.00 monthly for those living outside the county.
- \$62.50 per month for public works; no cost for police or fire departments.
- No cost
- No cost
- We tax them for \$3/day.
- No cost to employees.
- No cost
- Cost of gas

Full data set from answers found in Appendix.

Q63 If applicable, does your organization offer additional funds to equalize Tier 1 and Tier 2 Utah Retirement System participants?

Answered: 46 Skipped: 8



ANSWER CHOICES	RESPONSES	
Yes	23.91%	11
No	32.61%	15
Not Applicable	43.48%	20
TOTAL		46

Q64 What is the dollar value or percentage of additional funds added for the following to equalize Tier 1 and Tier 2 employees?

ANSWER CHOICES	RESPONSES	
Civilian	100.00%	9
Sworn Officer	88.89%	8

Individual answers below (Civilian):

- 6.69%
- 3% 401(k)
- None
- Difference between Tier 1 and Tier 2 contribution rates.
- 2% automatic and 2% match.
- 0
- 0
- 0

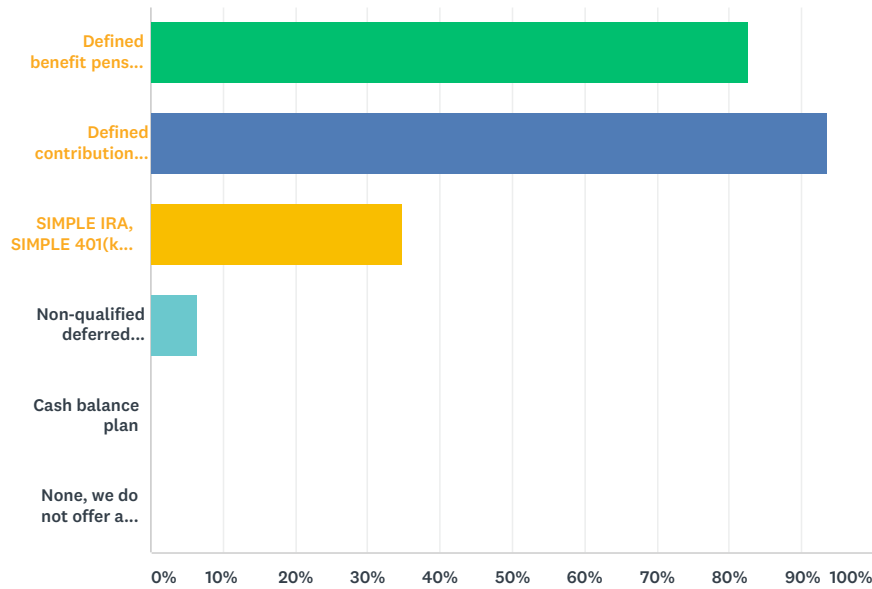
Individual answers below (Sworn Officer):

- 6.69%
- 6% 401(k)
- 2% automatic and 2% match
- 10.91%
- 10%
- 10%
- Difference between Tier 1 and Tier 2 contribution rates.
- Tier 2: 10.21%
- 0
- Provides 6% into 401(k) for new sworn officers for the first three years of employment.

Full data set from answers found in Appendix.

Q65 What types of retirement plans are offered by your organization? (Select more than one if applicable)

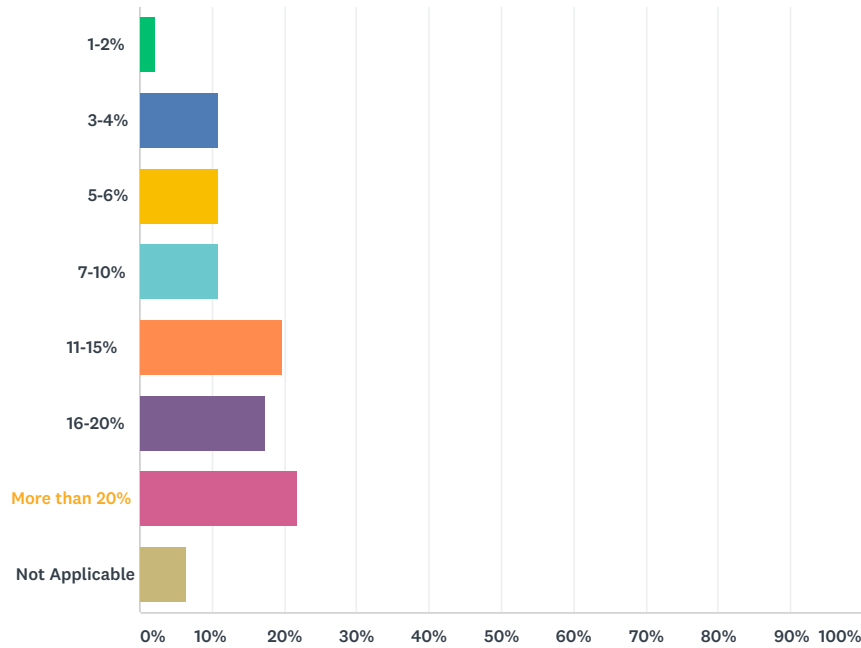
Answered: 46 Skipped: 8



ANSWER CHOICES	RESPONSES	
Defined benefit pension plan	82.61%	38
Defined contribution such as 401(k), 403(b) or 457	93.48%	43
SIMPLE IRA, SIMPLE 401(k), Payroll Deduct IRA	34.78%	16
Non-qualified deferred compensation plan	6.52%	3
Cash balance plan	0.00%	0
None, we do not offer a retirement plan	0.00%	0
Total Respondents: 46		

Q66 As a percentage of employee income, what is the maximum employer contribution (not including FICA matches for Social Security) toward all of your retirement plans?

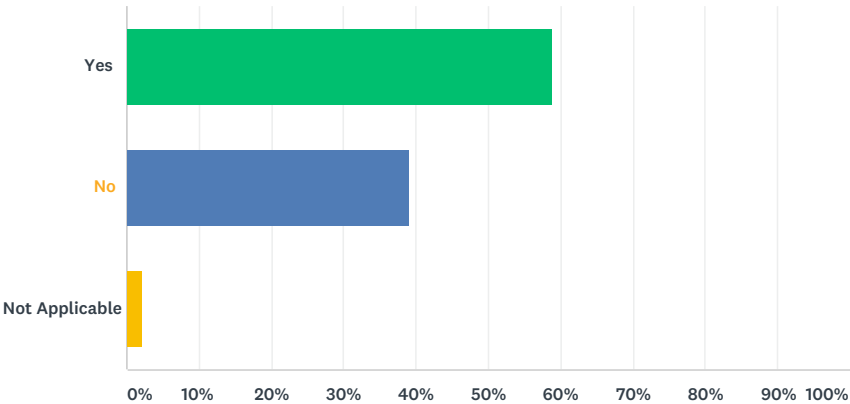
Answered: 46 Skipped: 8



ANSWER CHOICES	RESPONSES	
1-2%	2.17%	1
3-4%	10.87%	5
5-6%	10.87%	5
7-10%	10.87%	5
11-15%	19.57%	9
16-20%	17.39%	8
More than 20%	21.74%	10
Not Applicable	6.52%	3
TOTAL		46

Q67 Is there a matching contribution requirement for employees?

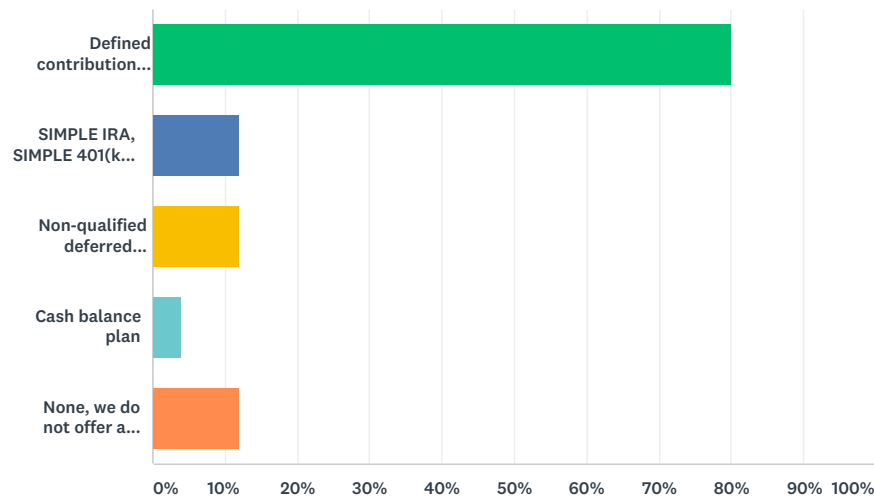
Answered: 46 Skipped: 8



ANSWER CHOICES		RESPONSES	
Yes		58.70%	27
No		39.13%	18
Not Applicable		2.17%	1
TOTAL			46

Q68 Which of the following requires a matching contribution? (Select all that apply)

Answered: 25 Skipped: 29



ANSWER CHOICES	RESPONSES	
Defined contribution such as 401(k), 403(b) or 457	80.00%	20
SIMPLE IRA, SIMPLE 401(k), Payroll Deduct IRA	12.00%	3
Non-qualified deferred compensation plan	12.00%	3
Cash balance plan	4.00%	1
None, we do not offer a retirement plan	12.00%	3
Total Respondents: 25		

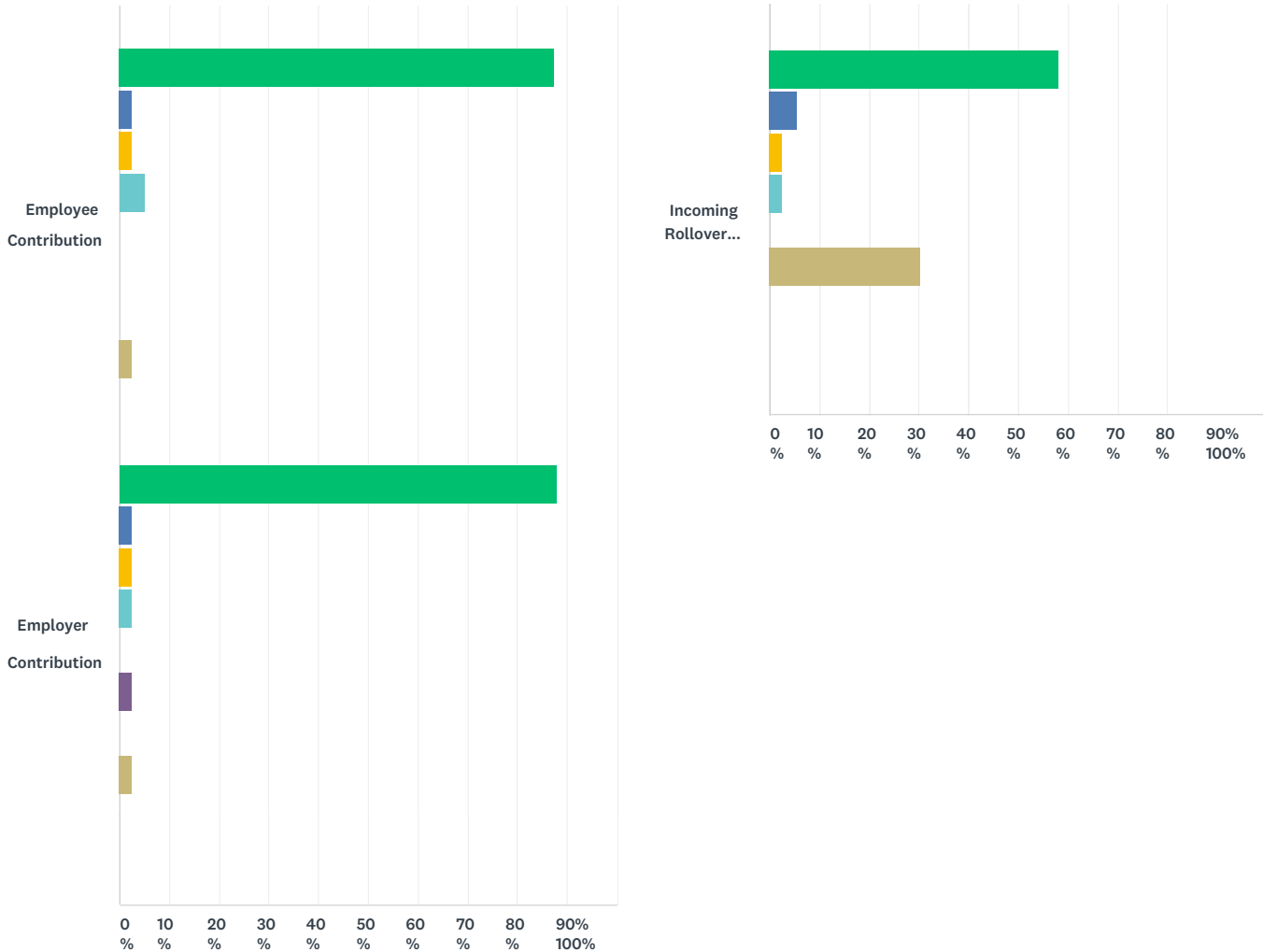
Q69 If there is a matching contribution requirement, what is the matching amount?

Individual answers below:

- 8%
- For defined pension plans, 8% of base pay
- 8.5%
- Executive Exempt Alternative Retirement Plan: 9%
- Up to 2.5%
- 6 or 8.5% depending on date of hire
- 10% to receive full match
- 100 of first 5%
- DB plan with a required employee contribution of 10.25%
- 5%
- 1:1 match up with 3% base salary
- 2%
- One for one up to 4% (for less than 1%, there is no match)
- 3% and an additional 50% of any 401(k) contribution made in excess of 3% up to 5% of the employee's salary, for a maximum additional contribution of 1% of employee salary
- 2%
- 4%
- 1.5%
- 4%
- Employee: 5%; Employer: 3.5%
- 6.2%
- 9%
- 5.11%

Full data set from answers found in Appendix.

Q70 What is the eligibility requirement to participate in your retirement plans? (Choose the answer that most closely matches your policy)



■ Date of hire
 ■ 30 days
 ■ 60 days
 ■ 90 days
 ■ Six months
 ■ One year
 ■ More than one year
 ■ N/A

	DATE OF HIRE	30 DAYS	60 DAYS	90 DAYS	SIX MONTHS	ONE YEAR	MORE THAN ONE YEAR	N/A	TOTAL	WEIGHTED AVERAGE
Employee Contribution	88.89% 40	2.22% 1	2.22% 1	4.44% 2	0.00% 0	0.00% 0	0.00% 0	2.22% 1	45	2.20
Employer Contribution	86.96% 40	2.17% 1	2.17% 1	2.17% 1	2.17% 1	2.17% 1	0.00% 0	2.17% 1	46	2.33
Incoming Rollover Contribution	57.50% 23	5.00% 2	2.50% 1	2.50% 1	0.00% 0	0.00% 0	0.00% 0	32.50% 13	40	2.26

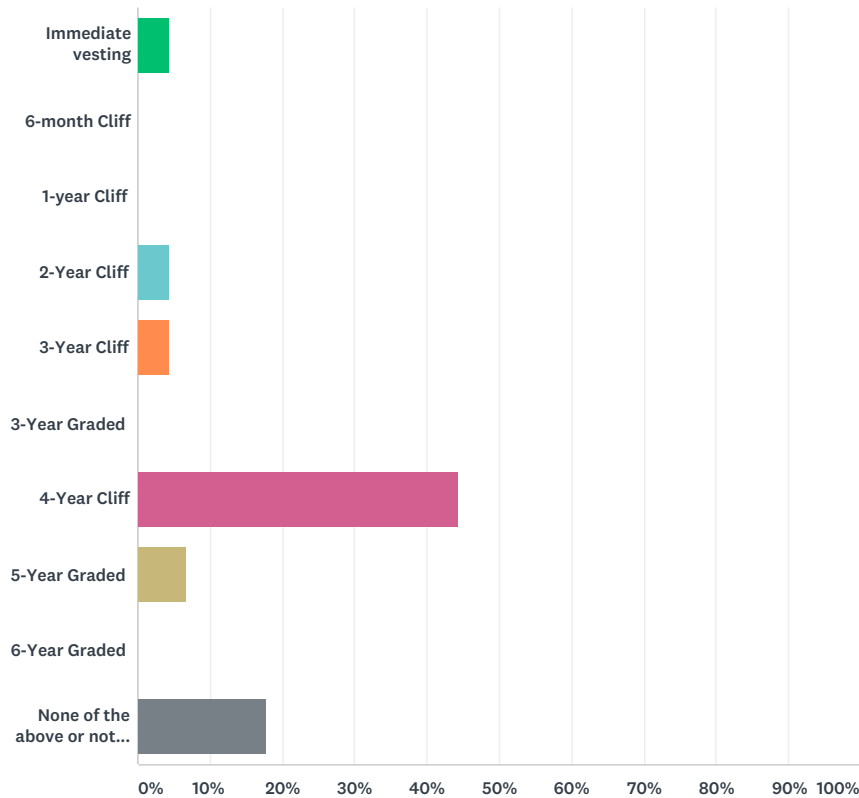
Q71 Which of the following does your retirement plan incorporate? (Select all that apply)

Answered: 45 Skipped: 9

ANSWER CHOICES	RESPONSES	
None of the below or not applicable	11.11%	5
Roth deferrals	71.11%	32
Automatic enrollment	46.67%	21
Auto escalation (automatic deferral rate increases)	8.89%	4
Automatic rebalancing	8.89%	4
Safe Harbor plan design	13.33%	6
Personalized investment advice, not guidance, with an advisor	37.78%	17
Personalized investment advice, not guidance, with a technological solution	15.56%	7
401(k) Matching	42.22%	19
Profit Sharing	4.44%	2
Loans	66.67%	30
QDIA	8.89%	4
Employer Stock	0.00%	0
Custom Model Portfolios	11.11%	5
Self-directed brokerage account	28.89%	13
Total Respondents: 45		

Q72 Which most closely describes your retirement plan vesting schedule? (Those plans are receiving employer contribution.)

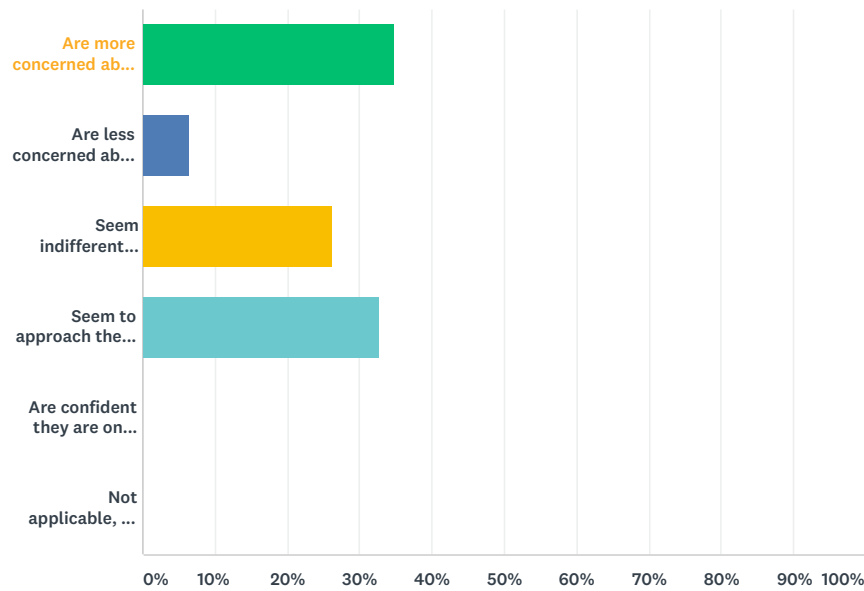
Answered: 45 Skipped: 9



ANSWER CHOICES	RESPONSES	
Immediate vesting	4.44%	2
6-month Cliff	0.00%	0
1-year Cliff	0.00%	0
2-Year Cliff	4.44%	2
3-Year Cliff	4.44%	2
3-Year Graded	0.00%	0
4-Year Cliff	44.44%	20
5-Year Graded	6.67%	3
6-Year Graded	0.00%	0
None of the above or not applicable	17.78%	8
TOTAL		45

Q73 In regard to their retirement, as a whole our employees today (choose the best answer):

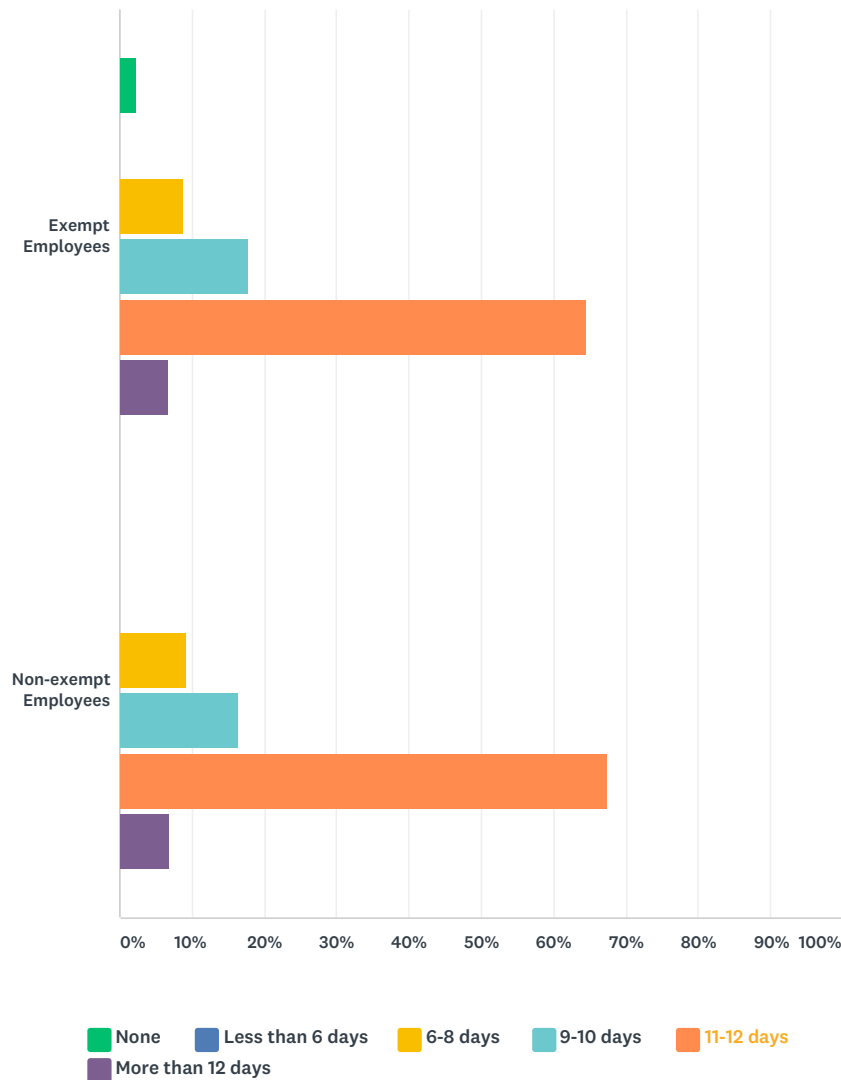
Answered: 46 Skipped: 8



ANSWER CHOICES	RESPONSES	
Are more concerned about their ability to retire than recent years	34.78%	16
Are less concerned about their ability to retire than recent years	6.52%	3
Seem indifferent about their ability of future retirement	26.09%	12
Seem to approach their ability to retire similarly to how they have in recent years	32.61%	15
Are confident they are on track to meet their planned retirement goals	0.00%	0
Not applicable, we do not have a retirement plan	0.00%	0
TOTAL		46

Q74 How many paid holidays does your organization offer per year? (Select one in each category)

Answered: 46 Skipped: 8



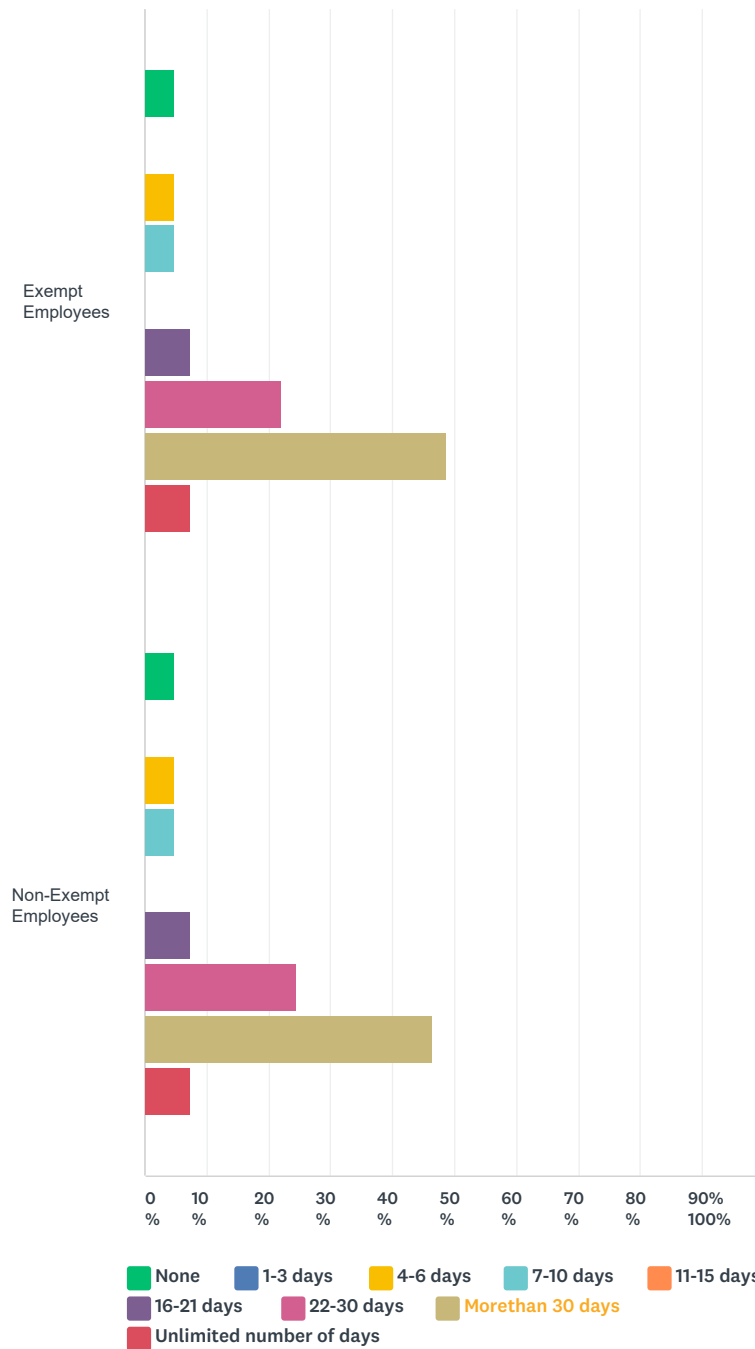
	NONE	LESS THAN 6 DAYS	6-8 DAYS	9-10 DAYS	11-12 DAYS	MORE THAN 12 DAYS	TOTAL	WEIGHTED AVERAGE
Exempt Employees	2.22% 1	0.00% 0	8.89% 4	17.78% 8	64.44% 29	6.67% 3	45	4.62
Non-exempt Employees	0.00% 0	0.00% 0	9.30% 4	16.28% 7	67.44% 29	6.98% 3	43	4.72

Q75 How many days of paid leave are offered per year, not including holidays? (Select one in each category)

Answered: 46 Skipped: 8

	NONE	1-3 DAYS	4-6 DAYS	7-10 DAYS	11-15 DAYS	16-21 DAYS	22-30 DAYS	MORE THAN 30 DAYS	UNLIMITED NUMBER OF DAYS	TOTAL	WEIGHTED AVERAGE
<1 Year of Service: Exempt	2.17% 1	0.00% 0	2.17% 1	17.39% 8	50.00% 23	13.04% 6	13.04% 6	2.17% 1	0.00% 0	46	5.15
<1 Year of Service: Non-Exempt	0.00% 0	0.00% 0	2.22% 1	22.22% 10	51.11% 23	11.11% 5	13.33% 6	0.00% 0	0.00% 0	45	5.11
1-3 Years of Service: Exempt	0.00% 0	0.00% 0	0.00% 0	17.78% 8	42.22% 19	22.22% 10	15.56% 7	2.22% 1	0.00% 0	45	5.42
1-3 Years of Service: Non-Exempt	0.00% 0	0.00% 0	0.00% 0	22.22% 10	46.67% 21	15.56% 7	15.56% 7	0.00% 0	0.00% 0	45	5.24
Between 3-5 Years of Service: Exempt	0.00% 0	0.00% 0	0.00% 0	8.89% 4	37.78% 17	33.33% 15	15.56% 7	4.44% 2	0.00% 0	45	5.69
Between 3-5 Years of Service: Non-Exempt	0.00% 0	0.00% 0	0.00% 0	13.33% 6	44.44% 20	24.44% 11	17.78% 8	0.00% 0	0.00% 0	45	5.47
>5 Years of Service: Exempt	0.00% 0	0.00% 0	0.00% 0	2.22% 1	17.78% 8	42.22% 19	31.11% 14	6.67% 3	0.00% 0	45	6.22
>5 Years of Service: Non-Exempt	0.00% 0	0.00% 0	0.00% 0	2.22% 1	28.89% 13	35.56% 16	28.89% 13	4.44% 2	0.00% 0	45	6.04
>10 Years of Service: Exempt	0.00% 0	0.00% 0	0.00% 0	0.00% 0	2.22% 1	40.00% 18	44.44% 20	13.33% 6	0.00% 0	45	6.69
>10 Years of Service: Non-Exempt	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.44% 2	44.44% 20	42.22% 19	8.89% 4	0.00% 0	45	6.56

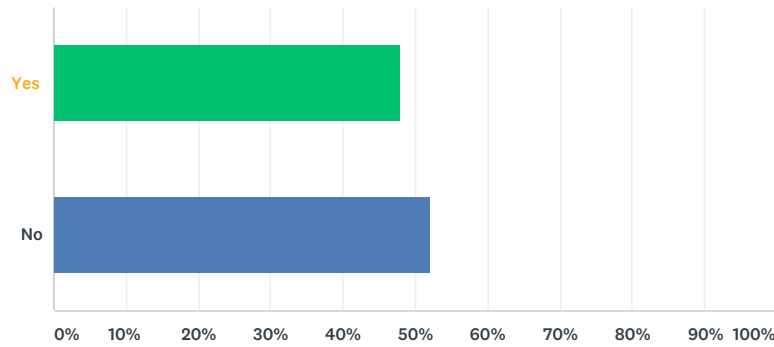
Q76 How many unused days of paid leave are permitted for carry over to the following year? (Select one in each category)



	NONE	1-3 DAYS	4-6 DAYS	7-10 DAYS	11-15 DAYS	16-21 DAYS	22-30 DAYS	MORE THAN 30	UNLIMITED NUMBER OF	TOTAL	WEIGHTED AVERAGE
Exempt Employees	4.88% 2	0.00% 0	4.88% 2	4.88% 2	0.00% 0	7.32% 3	21.95% 9	48.7% 20	7.32% 3	41	6.93
Non-exempt Employees	4.88% 2	0.00% 0	4.88% 2	4.88% 2	0.00% 0	7.32% 3	24.39% 10	46.34% 19	7.32% 3	41	6.90

Q77 Is there a "buy-out" on leave accruals such as sick leave, vacation leave, and organization holidays?

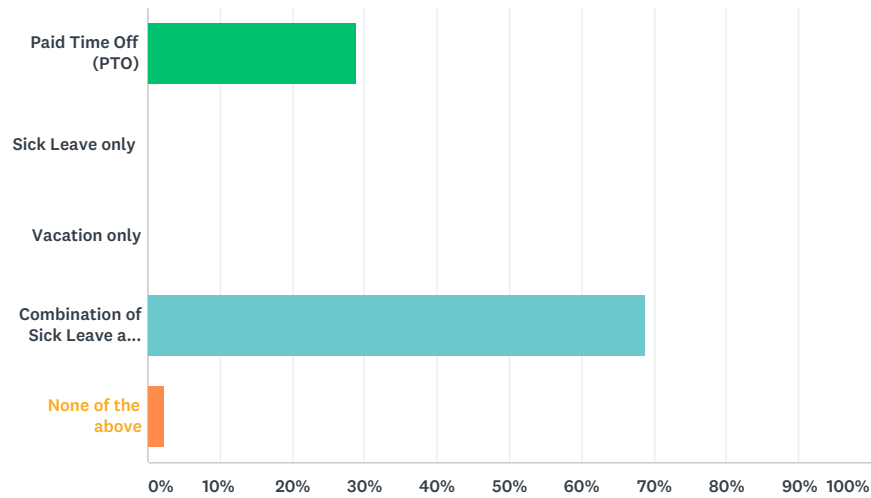
Answered: 46 Skipped: 8



ANSWER CHOICES		RESPONSES	
Yes		47.83%	22
No		52.17%	24
TOTAL			46

Q78 What type of paid leave does your organization offer?

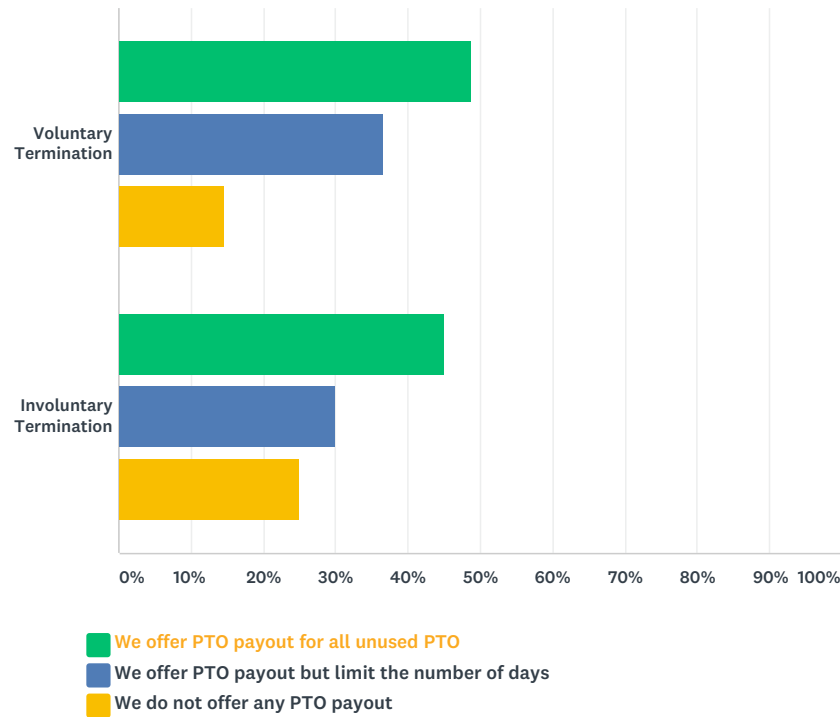
Answered: 45 Skipped: 9



ANSWER CHOICES	RESPONSES	
Paid Time Off (PTO)	28.89%	13
Sick Leave only	0.00%	0
Vacation only	0.00%	0
Combination of Sick Leave and Vacation	68.89%	31
None of the above	2.22%	1
TOTAL		45

Q79 What is your company's terminated employee leave policy payout?

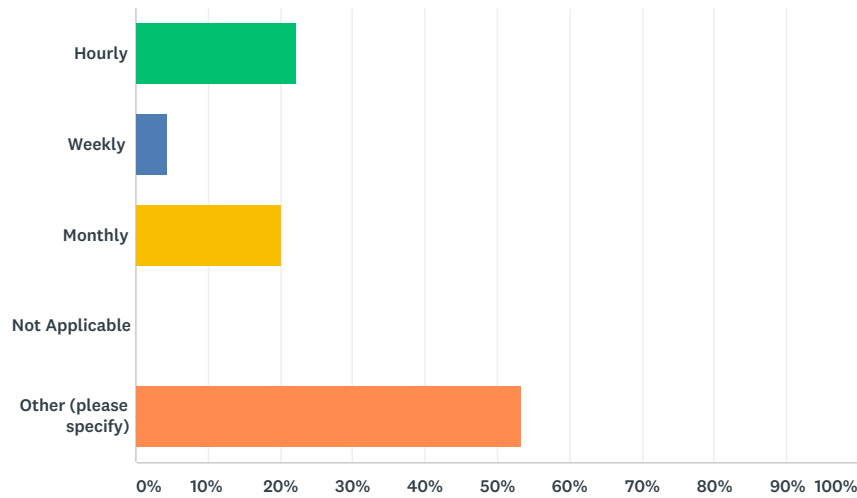
Answered: 41 Skipped: 13



	WE OFFER PTO PAYOUT FOR ALL UNUSED PTO	WE OFFER PTO PAYOUT BUT LIMIT THE NUMBER OF DAYS	WE DO NOT OFFER ANY PTO PAYOUT	TOTAL	WEIGHTED AVERAGE
Voluntary Termination	48.78% 20	36.59% 15	14.63% 6	41	1.66
Involuntary Termination	45.00% 18	30.00% 12	25.00% 10	40	1.80

Q80 How is time for sick leave, vacation time, and PTO accrued?

Answered: 45 Skipped: 9



ANSWER CHOICES	RESPONSES	
Hourly	22.22%	10
Weekly	4.44%	2
Monthly	20.00%	9
Not Applicable	0.00%	0
Other (please specify)	53.33%	24
TOTAL		45

Full data set from answers found in Appendix.

Q81 Based on the frequency of your answer in Question 74, what is the accrual rate for the following types of leave at your company:

ANSWER CHOICES	RESPONSES	
Sick Leave	82.86%	29
Vacation Leave	80.00%	28
PTO	57.14%	20
Other	28.57%	10

Individual answers below:

Sick Leave:

- 1 day/month
- 0.0333 classified, 0.03875 for unclassified
- 4 hours
- 8 hours
- 8 hour/month
- 3.70
- 4 hours biweekly
- 0.0577
- 4
- 3.69
- 3.7
- 3.08 hours
- 3.7 hours per pay period
- 3.64 hours per pay period
- 8 hours monthly
- 3.7 hours
- 3.7 hours per pay period
- 3.692 biweekly
- 3.7 hours
- 0
- None
- 2 hours per month
- 4 hours biweekly accrued

PTO

- One week deposited on service date, then remainder accrued biweekly
- Depending on tenure
- 10-19 hours/month, dependent on years of service
- 18.0 each July 1, must be used by June 30-use or lose
- Varies by years of service
- After 1 year of service a lump sum of 80 hours is given to all employees plus: 4 hrs per pay period (ppp) 1-4 yrs, 5 hrs ppp 5-9 yrs, 6 hrs ppp 10-14 years, 7 hrs ppp 15-19 years, 8 hrs ppp 20+ yrs
- 0.0538 per hour worked
- From:5.54 to 6.93 depending on years of service
- Varies on length with company
- Varies
- 5 hours every two weeks
- 4.62

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- 0-2 years; 96 hours
- 0.0333 classified, 0.03875 for unclassified
- 4 hours
- 8 hours
- 8 hour/month
- 3.70
- 4 hours biweekly
- 0.0577
- 4
- 3.69
- 3.7
- 3.08 hours
- 3.7 hours per pay period
- 3.64 hours per pay period
- 8 hours monthly
- 3.7 hours
- 3.7 hours per pay period
- 3.692 biweekly
- 3.7 hours
- 0
- None
- 2 hours per month
- 4 hours biweekly accrued

Other

- 0
- 3 floating holidays per year
- Varies depending on years of service
- Caregiver leave when approved (up to 80 hours); hospital leave when approved (up to 160 hours).
- Part-time employees accrue up to half on a pro rata basis
- Personal Leave: Less than 6 mo: 40, Less than 24 mo: 60, 24+ mo: 80

Full data set from answers found in Appendix.

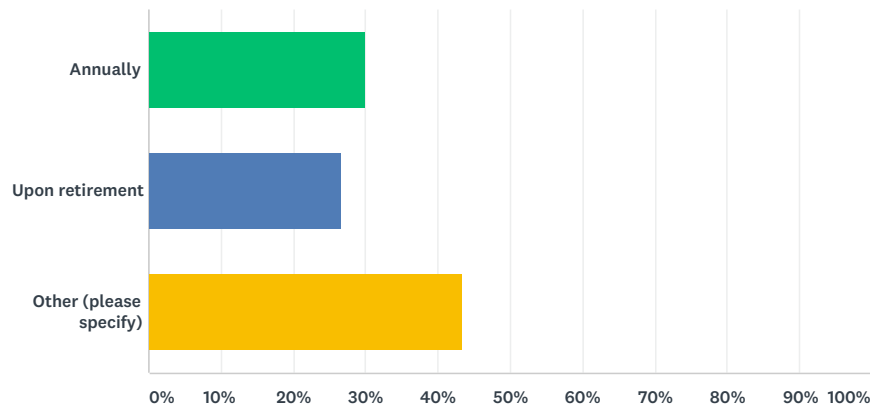
Q82 If applicable, what are the buy-out levels for each of the following areas of leave? (Answer all that are applicable; please note any maximum caps or thresholds)

ANSWER CHOICES	RESPONSES	
Sick leave (\$ amount)	28.00%	7
Sick leave (percentage)	80.00%	20
Vacation (\$ amount)	36.00%	9
Vacation (percentage)	76.00%	19
Holiday (\$ amount)	24.00%	6
Holiday (percentage)	52.00%	13
Combination (\$ amount)	20.00%	5
Combination (percentage)	28.00%	7
Compensatory time (\$ amount)	24.00%	6
Compensatory time (percentage)	68.00%	17

Full data set can be found in Appendix.

Q83 If applicable, is the buy-out option offered annually or only upon retirement?

Answered: 30 Skipped: 24

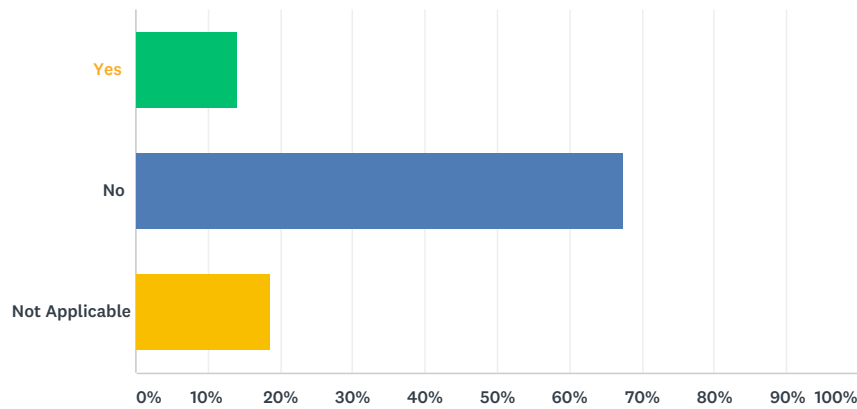


ANSWER CHOICES	RESPONSES	
Annually	30.00%	9
Upon retirement	26.67%	8
Other (please specify)	43.33%	13
TOTAL		30

Full data set from answers found in Appendix.

Q84 Does your organization contribute to Post-employment Health Reimbursement Account (HRA) accounts for employees?

Answered: 43 Skipped: 11



ANSWER CHOICES	RESPONSES	
Yes	13.95%	6
No	67.44%	29
Not Applicable	18.60%	8
TOTAL		43

Q85 If your organization does contribute to post–employment HRA accounts for employees, what is the annual contribution (in dollars)?

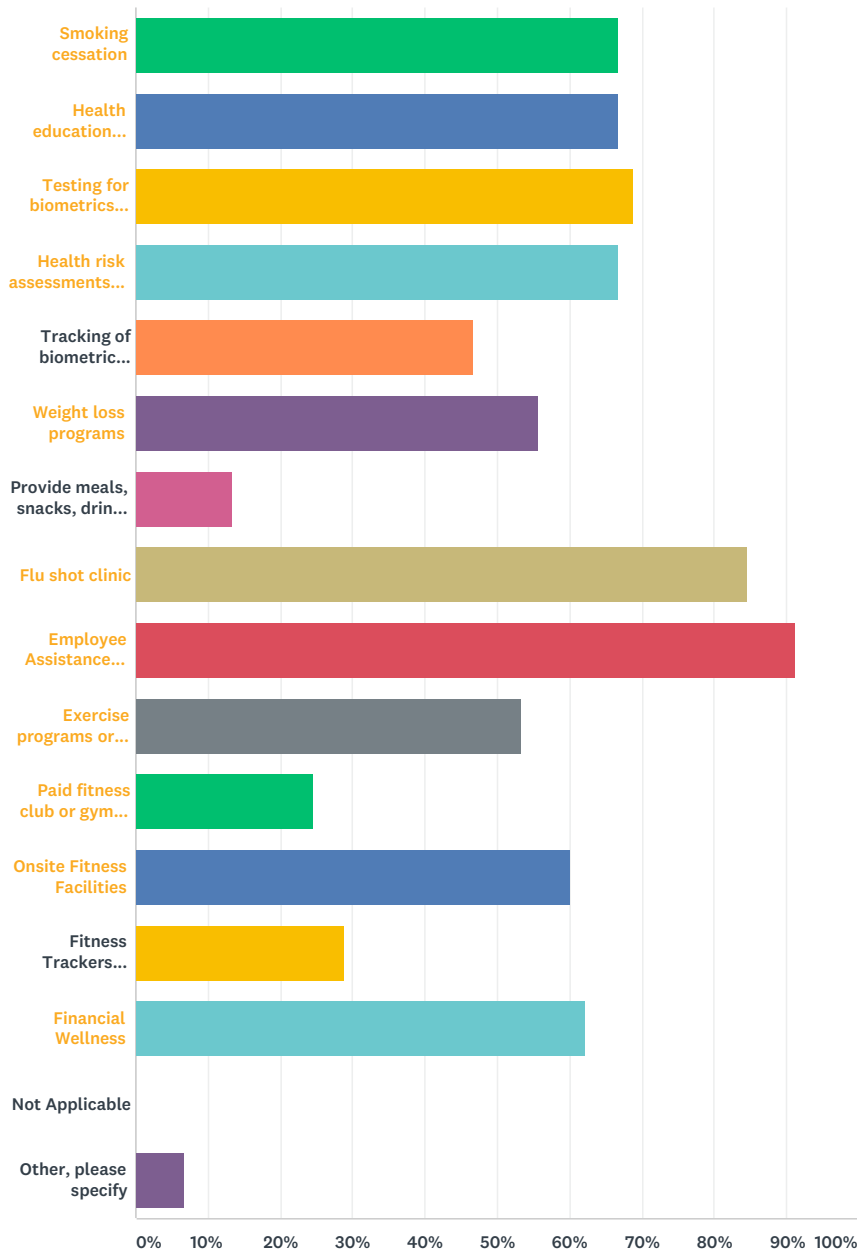
Individual answers below:

- Non represented: \$24.30 biweekly, AFSCME: \$32.08, Fire: \$23.08, Police: \$24.30
- 1k-10k depending on employee experience
- One time only contribution of \$10,000 if 1,000 hours sick leave are accrued
- HRA contributions only for retirees who enroll in CDHP Plan
- After 5 years of service - \$530.40, after 10 years - 634.40, after 15 years - \$738.40
- Varies per employee

Full data set from answers found in Appendix.

Q86 What type of wellness initiatives are offered at your organization? (Select all that apply)

Answered: 45 Skipped: 9



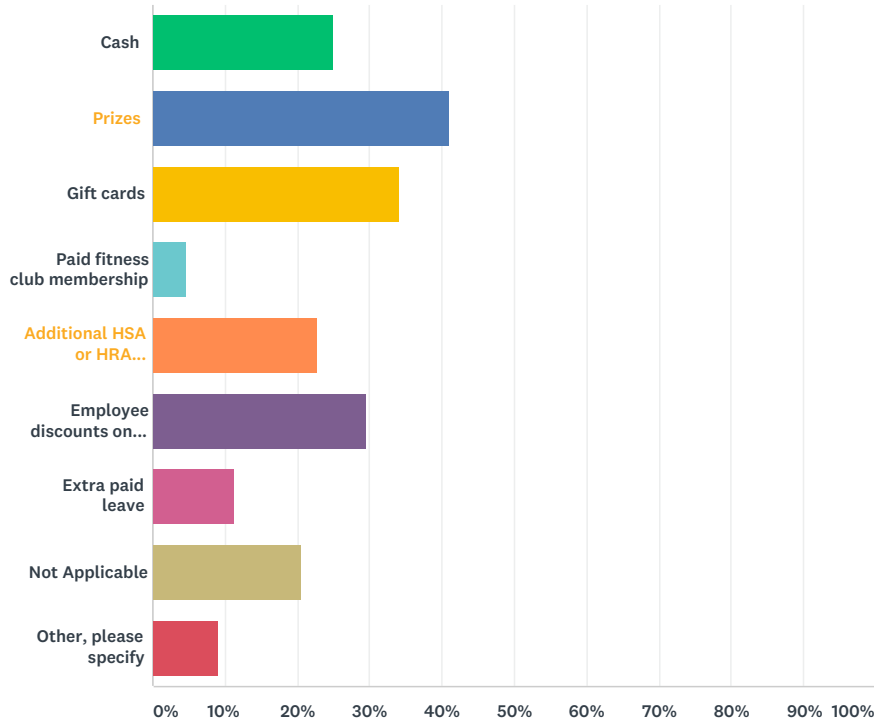
ANSWER CHOICES	RESPONSES	
Smoking cessation	66.67%	30
Health education courses	66.67%	30
Testing for biometrics (height, weight, blood pressure, cholesterol)	68.89%	31
Health risk assessments (health history questionnaire)	66.67%	30
Tracking of biometric improvement	46.67%	21
Weight loss programs	55.56%	25
Provide meals, snacks, drinks in an on-site lunchroom or cafeteria at no/low cost	13.33%	6

Salt Lake City Benefit Study—2019

Flu shot clinic	84.44%	38
Employee Assistance Program (EAP)	91.11%	41
Exercise programs or competitions that track results	53.33%	24
Paid fitness club or gym membership	24.44%	11
Onsite Fitness Facilities	60.00%	27
Fitness Trackers (Fitbit, Apple Watch, Garmin, etc.)	28.89%	13
Financial Wellness	62.22%	28
Not Applicable	0.00%	0
Other, please specify	6.67%	3
Total Respondents: 45		

Q87 If your organization offers financial incentives for participation in wellness initiatives, what types of incentives are offered? (Select all that apply)

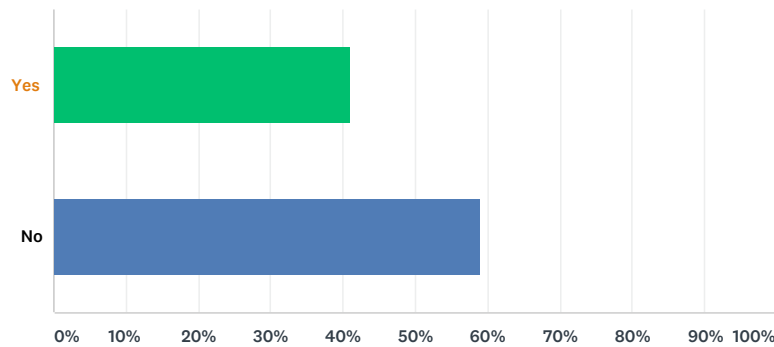
Answered: 44 Skipped: 10



ANSWER CHOICES	RESPONSES	
Cash	25.00%	11
Prizes	40.91%	18
Gift cards	34.09%	15
Paid fitness club membership	4.55%	2
Additional HSA or HRA contributions	22.73%	10
Employee discounts on insurance premiums	29.55%	13
Extra paid leave	11.36%	5
Not Applicable	20.45%	9
Other, please specify	9.09%	4
Total Respondents: 44		

Q88 Does your organization have a program/pay for those employees who are active members of the military?

Answered: 44 Skipped: 10



ANSWER CHOICES		RESPONSES
Yes		40.91% 18
No		59.09% 26
TOTAL		44

Q89 If your organization does have a program/pay for those in the military, what is it?

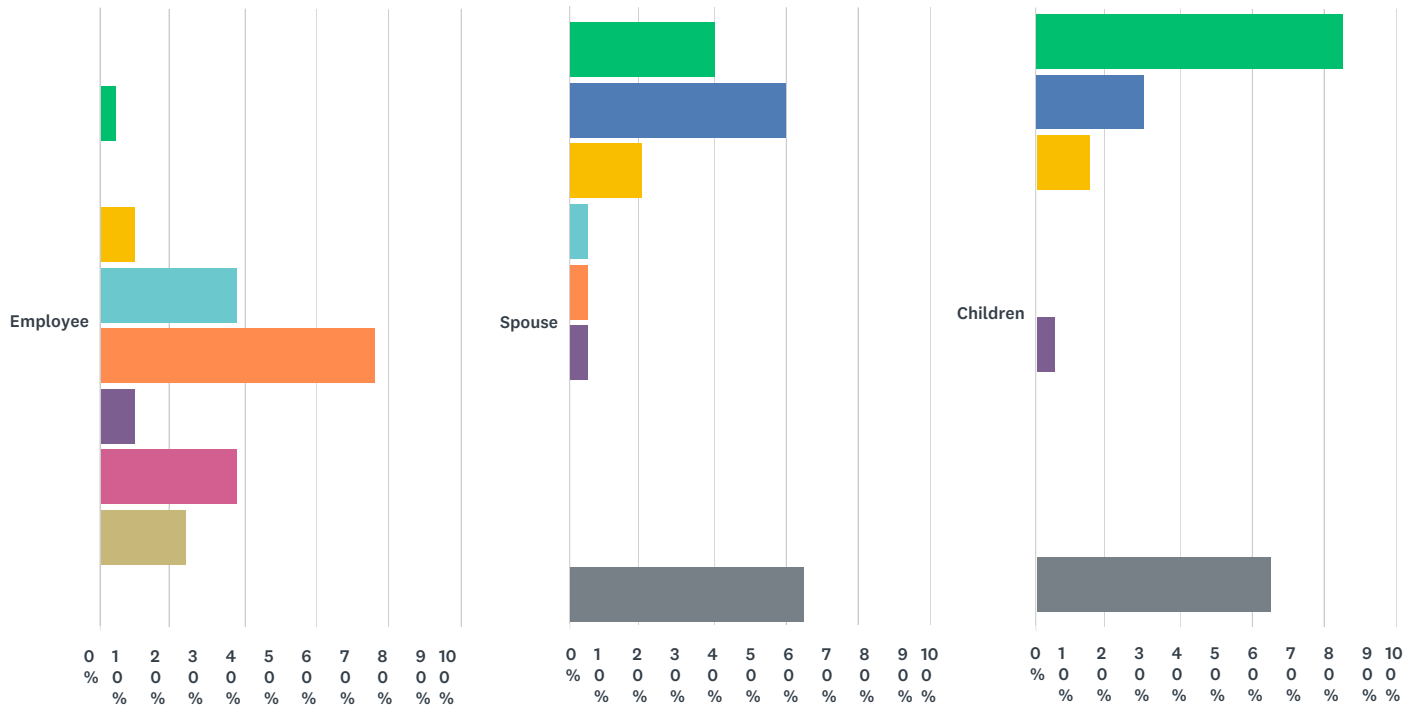
Individual answers below:

- Standard FMLA for eligible employees
- Pay up to 123 hours for sworn employees on military leave
- Paid military leave of 15 days per fiscal year
- Military differential pay for active duty service exceeding 179 days.
- Supplement military pay with regular pay, and buy their retirement contribution.
- Full pay if in a war (hot) zone. 24 days of military leave.
- Military leave
- State Law requires payment of 168 hours of military leave per calendar year for active members of state and US reserves for training or active duty.
- 15 days
- An employee on official military orders is entitled to paid military, which shall not exceed 80 hours per calendar year to complete military duty. Unused PML may not be carried over year to year.
- Up to 15 paid days off for short-term military leave (annual training)
- 120 hours of pay
- 110 hours of paid military leave per year plus full retirement contributions while on active duty.
- 120 hours of paid leave when called to military service
- Regular wages paid for annual training for reserve members. None for full-time active duty military personnel.
- 12 paid days per year.
- 15 days with pay per year (not including any vacation or other leave time)
- Employees allowed full pay while on military duty up to: 15 calendar days (AFSCME); 11 days (non represented); 7.5 operational shift (fire); 15 working days (police)

Full data set from answers found in Appendix.

Q90 How much employer-paid life insurance is provided by your organization? (Select the most correct answer in each category)

Answered: 42 Skipped: 9

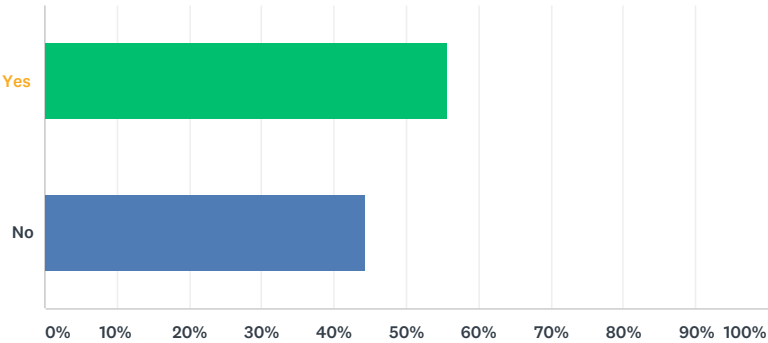


■ \$4,999 or less
 ■ \$5,000-\$9,999
 ■ \$10,000-\$24,999
 ■ \$25,000-\$49,999
■ \$50,000-\$100,000
 ■ Flat dollar amount more than \$100,000
■ 1X annual salary
 ■ 2X annual salary
■ Multiple of salary greater than 2X salary
 ■ N/A

	\$4,999 OR LESS	\$5,000-\$9,999	\$10,000-\$24,999	\$25,000-\$49,999	\$50,000-\$100,000	FLAT DOLLAR AMOUNT MORE THAN \$100,000	1X ANNUAL SALARY	2X ANNUAL SALARY	MULTIPLE OF SALARY GREATER THAN 2X SALARY	N/A	TOTAL	AVE
Employee	2.22% 1	0.00% 0	4.44% 2	20.00% 9	37.78% 17	4.44% 2	20.00% 9	11.11% 5	0.00% 0	0.00% 0	45	
Spouse	19.05% 8	28.57% 12	9.52% 4	2.38% 1	2.38% 1	2.38% 1	0.00% 0	0.00% 0	0.00% 0	35.71% 15	42	
Children	40.48% 17	14.29% 6	7.14% 3	0.00% 0	0.00% 0	2.38% 1	0.00% 0	0.00% 0	0.00% 0	35.71% 15	42	

Q91 Are your organization's employer-paid life insurance benefits portable upon termination?

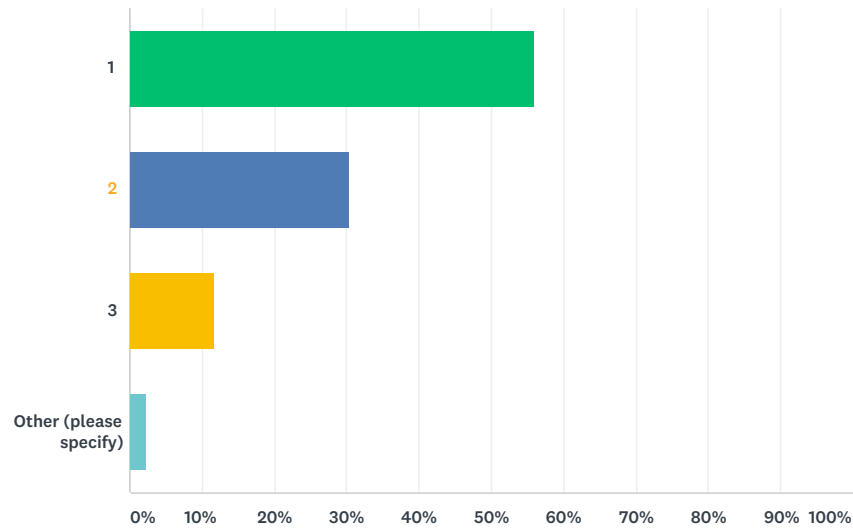
Answered: 45 Skipped: 9



ANSWER CHOICES		RESPONSES	
Yes		55.56%	25
No		44.44%	20
TOTAL			45

Q92 How many dental plans does your organization offer?

Answered: 43 Skipped: 11



ANSWER CHOICES	RESPONSES	
1	55.81%	24
2	30.23%	13
3	11.63%	5
Other (please specify)	2.33%	1
TOTAL		43

Q93 What percentage of the total dental insurance premium is paid by the employer on your most popular plan? (Select one in each category)

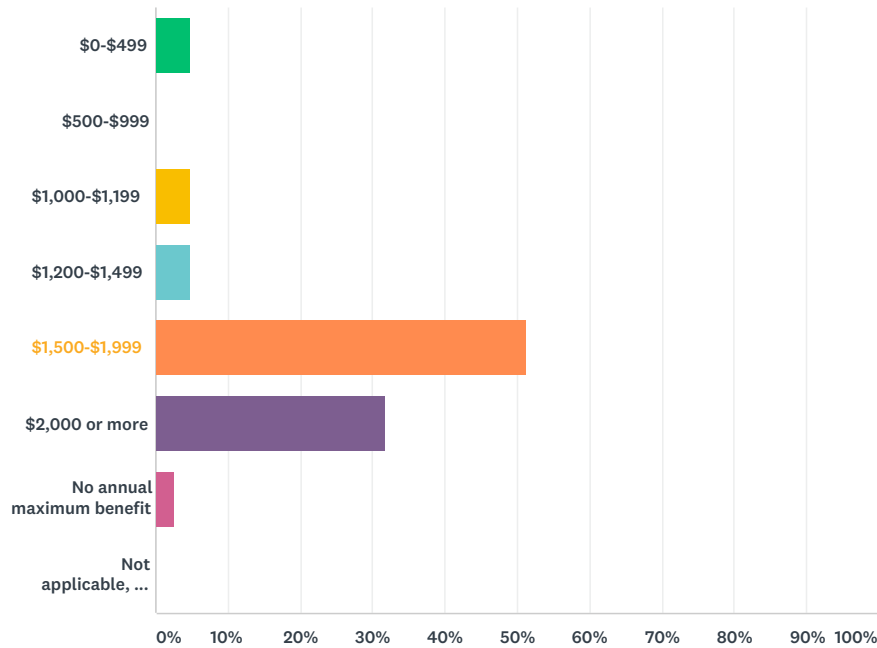


■ \$0, our plan is 100% employee paid
 ■ Less than 50%
 ■ 50-65%
 ■ 66-80%
 ■ 81-94%
 ■ 95-99%
 ■ 100%
 ■ Employee may purchase dental with defined contribution allowance
 ■ N/A

	\$0, OUR PLAN IS 100% EMPLOYEE PAID	LESS THAN 50%	50-65%	66-80%	81-94%	95-99%	100%	EMPLOYEE MAY PURCHASE DENTAL WITH DEFINED CONTRIBUTION ALLOWANCE	N/A	TOTAL	WEIGHTED AVERAGE
Single Rate	9.76% 4	7.32% 3	9.76% 4	26.83% 11	21.95% 9	0.00% 0	21.95% 9	2.44% 1	0.00% 0	41	5.44
Two-Party Rate	12.20% 5	4.88% 2	12.20% 5	29.27% 12	21.95% 9	2.44% 1	7.32% 3	2.44% 1	7.32% 3	41	5.00
Family Rate	12.20% 5	4.88% 2	17.07% 7	31.71% 13	21.95% 9	2.44% 1	7.32% 3	2.44% 1	0.00% 0	41	4.95

Q94 What is the maximum annual benefit (per person) on your most popular dental plan?

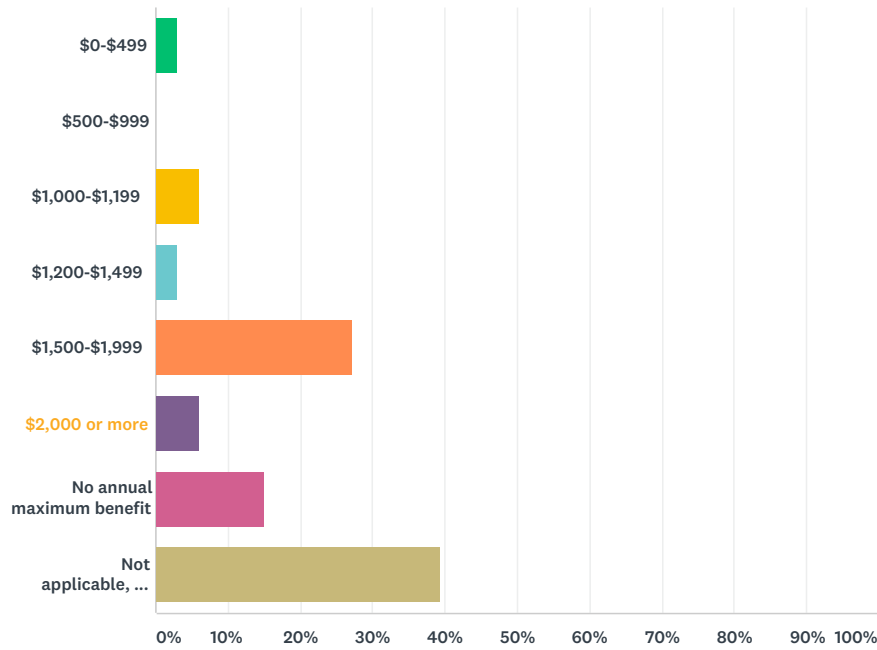
Answered: 41 Skipped: 13



ANSWER CHOICES	RESPONSES	
\$0-\$499	4.88%	2
\$500-\$999	0.00%	0
\$1,000-\$1,199	4.88%	2
\$1,200-\$1,499	4.88%	2
\$1,500-\$1,999	51.22%	21
\$2,000 or more	31.71%	13
No annual maximum benefit	2.44%	1
Not applicable, we do not offer a dental plan	0.00%	0
TOTAL		41

Q95 What is the maximum annual benefit (per person) on your second-most popular dental plan?

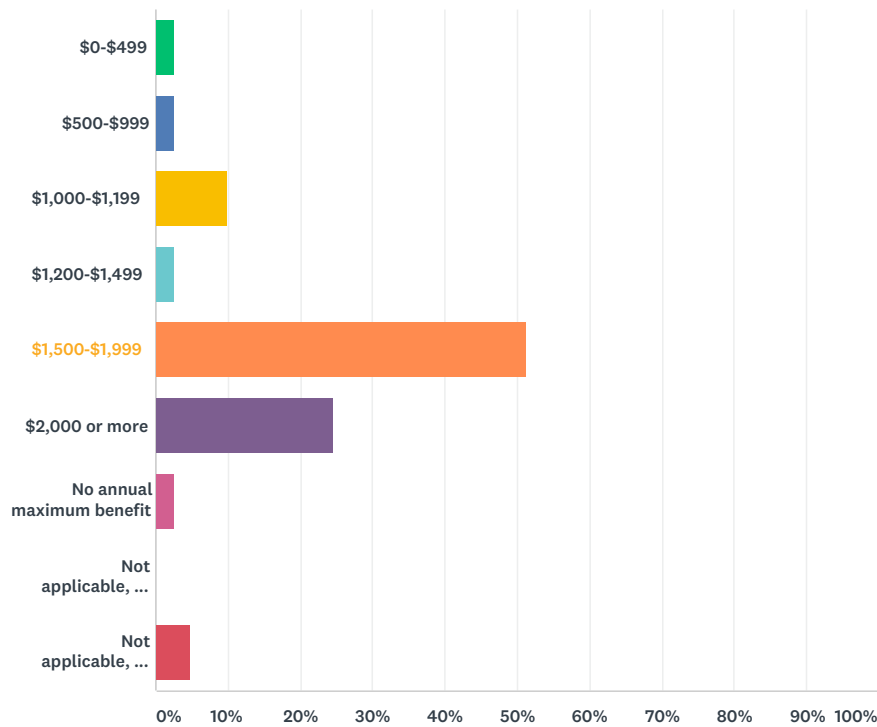
Answered: 33 Skipped: 21



ANSWER CHOICES	RESPONSES	
\$0-\$499	3.03%	1
\$500-\$999	0.00%	0
\$1,000-\$1,199	6.06%	2
\$1,200-\$1,499	3.03%	1
\$1,500-\$1,999	27.27%	9
\$2,000 or more	6.06%	2
No annual maximum benefit	15.15%	5
Not applicable, we do not offer a dental plan	39.39%	13
TOTAL		33

Q96 What is the maximum orthodontia benefit (per person) on your most popular dental plan?

Answered: 41 Skipped: 13



ANSWER CHOICES	RESPONSES	
\$0-\$499	2.44%	1
\$500-\$999	2.44%	1
\$1,000-\$1,199	9.76%	4
\$1,200-\$1,499	2.44%	1
\$1,500-\$1,999	51.22%	21
\$2,000 or more	24.39%	10
No annual maximum benefit	2.44%	1
Not applicable, we do not offer a dental plan	0.00%	0
Not applicable, our dental plan does not offer orthodontia	4.88%	2
TOTAL		41

Q97 Please complete the table for the most popular dental plan offered (Single):

ANSWER CHOICES		Average response (for all non-zero responses)
Premium percentage paid by employer:	0%	81.93%
Employer's share in dollars (monthly dollar amount):	\$0	\$31.06
Premium percentage paid by employee:	100%	40.62%
Employee's share in dollars (monthly dollar amount):	\$38.55	\$15.69

Full data set from answers found in Appendix.

**Q98 Please complete the table for the most popular dental plan offered
(Two-Party):**

ANSWER CHOICES		Average response (for all non-zero responses)
Premium percentage paid by employer:	0%	79.15%
Employer's share in dollars (monthly dollar amount):	\$0	\$56.66
Premium percentage paid by employee:	100%	37.58%
Employee's share in dollars (monthly dollar amount):	\$77.83	\$28.53

Full data set from answers found in Appendix.

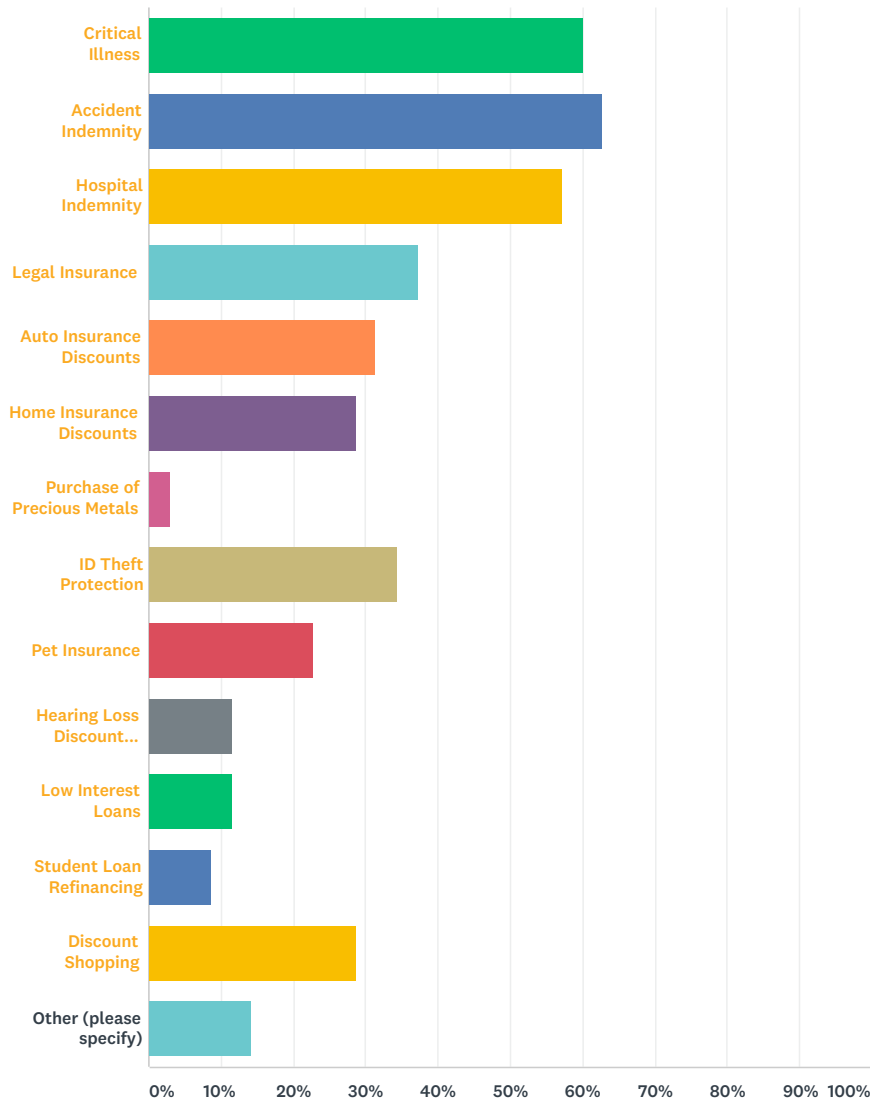
Q99 Please complete the table for the most popular dental plan offered (Family):

ANSWER CHOICES		Average response (for all non-zero responses)
Premium percentage paid by employer:	0%	72.93%
Employer's share in dollars (monthly dollar amount):	\$0	\$73.12
Premium percentage paid by employee:	100%	39.93%
Employee's share in dollars (monthly dollar amount):	\$101.70	\$39.44

Full data set from answers found in Appendix.

Q100 Which of the following does your organization offer? (Check all that apply.)

Answered: 35 Skipped: 19



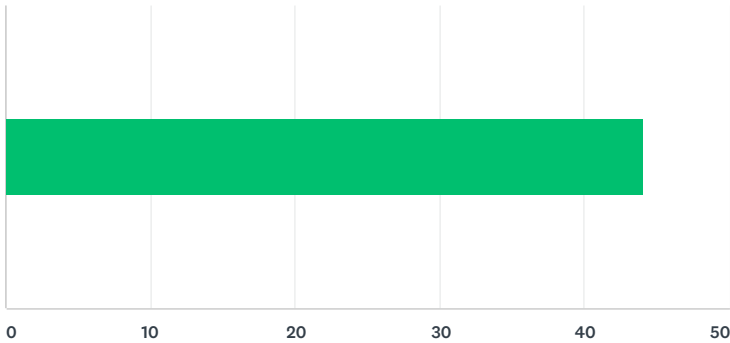
ANSWER CHOICES	RESPONSES	
Critical Illness	60.00%	21
Accident Indemnity	62.86%	22
Hospital Indemnity	57.14%	20
Legal Insurance	37.14%	13
Auto Insurance Discounts Home	31.43%	11
Insurance Discounts Purchase	28.57%	10
of Precious Metals ID Theft	2.86%	1
Protection	34.29%	12
Pet Insurance	22.86%	8
Hearing Loss Discount Program	11.43%	4
Low Interest Loans	11.43%	4

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Student Loan Refinancing	8.57%	3
Discount Shopping	28.57%	10
Other (please specify)	14.29%	5
Total Respondents: 35		

Q101 What percentage of your population is enrolled in one or more of these products?

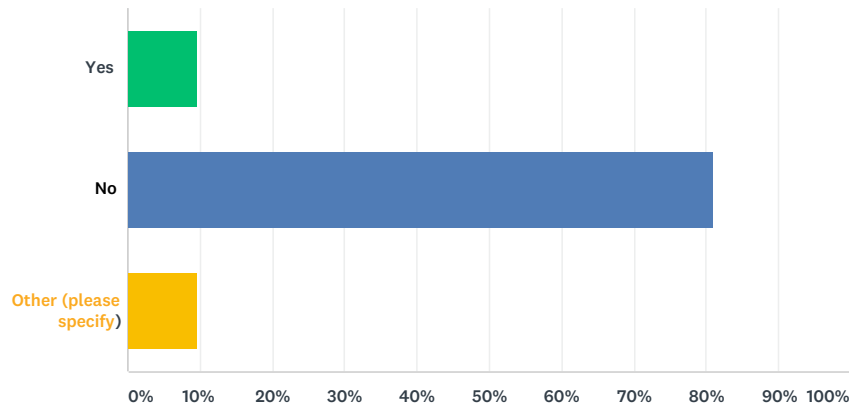
Answered: 33 Skipped: 21



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	60% 44	1,453	33
Total Respondents: 33			

Q102 Does your organization offer hiring bonuses to new employees?

Answered: 42 Skipped: 12



ANSWER CHOICES	RESPONSES	
Yes	9.52%	4
No	80.95%	34
Other (please specify)	9.52%	4
TOTAL		42

Responses under "Other":

- On occasion
- For hard-to-recruit positions
- Typically no, but have offered for certain positions
- \$1000 for police officers
- Yes, certain departments will use this as an incentive

▪

Q103 If your organization does offer hiring bonuses, how much is offered?

Individual answers below:

- \$500 for certain positions
- Differs by situation
- Depends on position
- \$400 for a Custodian
- Varies
- \$1,000

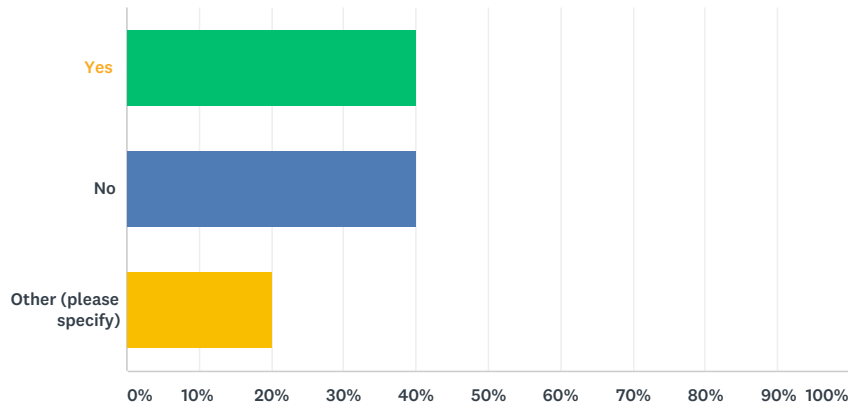
Q104 If your organization does offer hiring bonuses, how and when is the bonus paid?

Individual answers below:

- Upon graduation of the EE
- Within five days of employment
- At hire
- Half at hire, the other half at 6 months
- After 90 days of employment
- In their first paycheck

Q105 Are hiring laterals (experience from another organization) credited to employees for previous years of service?

Answered: 40 Skipped: 14



ANSWER CHOICES	RESPONSES	
Yes	40.00%	16
No	40.00%	16
Other (please specify)	20.00%	8
TOTAL		40

Responses under "Other":

- Police only
- Sometimes, if agreed upon during negotiations of a job offer
- Only for police
- Mostly no, but can be negotiated
- Yes for fire/police. Must show documentation of FR service with other employer.
- Yes, for certain positions
- Only for pay purposes
- Yes, for sworn police officers only

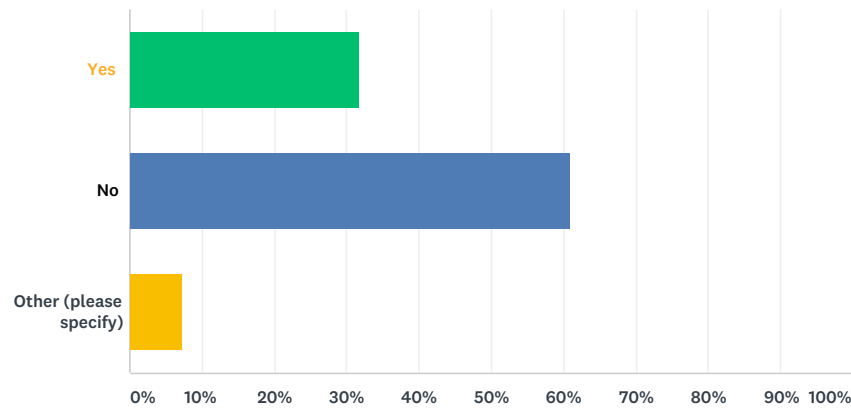
Q106 If such laterals are credited, what is the credit given to employees for previous years of service?

Individual answers below:

- Varies on position
- 5 years for pay only
- Up to 3 years of vacation and personal leave accrual
- Depends
- Determined on a case by case basis
- Upon hire
- 1:1 for direct experience
- Determined by hiring manager and department
- Generally year for year
- Credit determines placement in salary range
- 12 years for Fire/Police only
- Start at the same vacation accrual. Police will start at their year of service.
- Police: Up to 8 years credited. General employees: Negotiable
- Year for year
- 1:1 up to 9 years (Public Safety)
- Vacation
- 100%
- All years of applicable service up to a maximum of 10 years
- Year for year
- Credit to PTO
- One year for each year
- Increased starting salary based on years of previous service (Fire and Police only)

Q107 Does your organization offer re-hires credit for seniority (time spent within the organization)?

Answered: 41 Skipped: 13



ANSWER CHOICES	RESPONSES	
Yes	31.71%	13
No	60.98%	25
Other (please specify)	7.32%	3
TOTAL		41

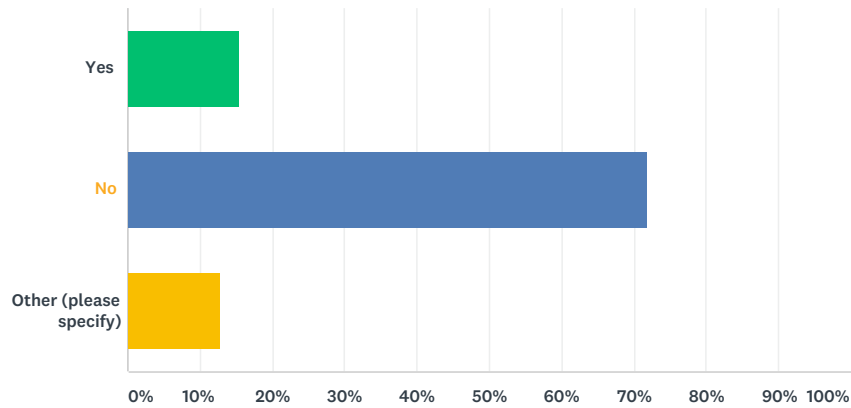
Q108 If re-hires are offered credit for seniority, what is the credit given?

Individual answers below:

- Year for year
- 100%
- Sick leave accrual.
- If within 12 months, restored to original hire date for accrual rates.
- If hired within a year of leaving, full credit.
- If it has been less than one year since they left us, when they come back, they retain their seniority.
If it is more than one year, they don't keep their previous seniority.
- Acknowledgment of previous work time.
- To determine salary offering and leave accruals.
- Full credit if hired within one year.
- All "regular" (vs. "temporary") prior service is counted.
- Upon hire only for pay purposes.
- Based on adjusted
- Up to 3 years of vacation and personal leave accrual.

Q109 Are bonuses offered for employee referrals leading to new hires?

Answered: 39 Skipped: 15



ANSWER CHOICES		RESPONSES	
Yes		15.38%	6
No		71.79%	28
Other (please specify)		12.82%	5
TOTAL			39

Q110 If referral bonuses are offered, what is the dollar value of the bonus?

Individual answers below:

- Varying
- \$500
- Varying
- \$1,000
- \$1,000
- \$25-\$50
- Depends on position—the higher in grade, the higher the bonus
- \$250-\$2,000, depending on position
- \$500
- \$500

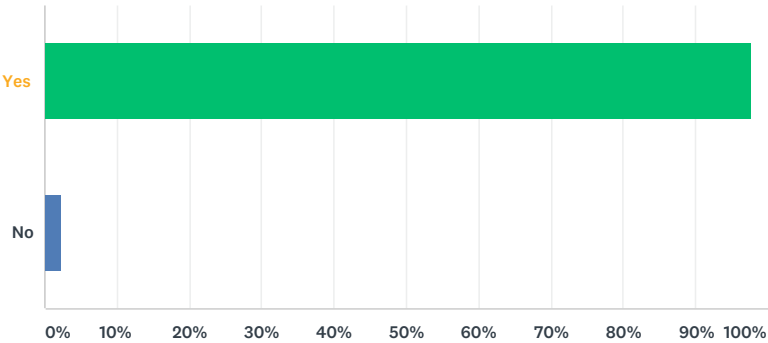
Q111 If referral bonuses are offered, how is the referral bonus paid to the employee?

Individual answers below:

- Varying
- Added on 6 months
- Upon the successful completion of Police Office Trainee Program
- Through payroll
- At 6 months
- Gift card or payroll deposit
- Upon hire of candidate
- Through payroll
- In their regular paycheck

Q112 Does your organization offer an Employee Assistance Program (EAP)?

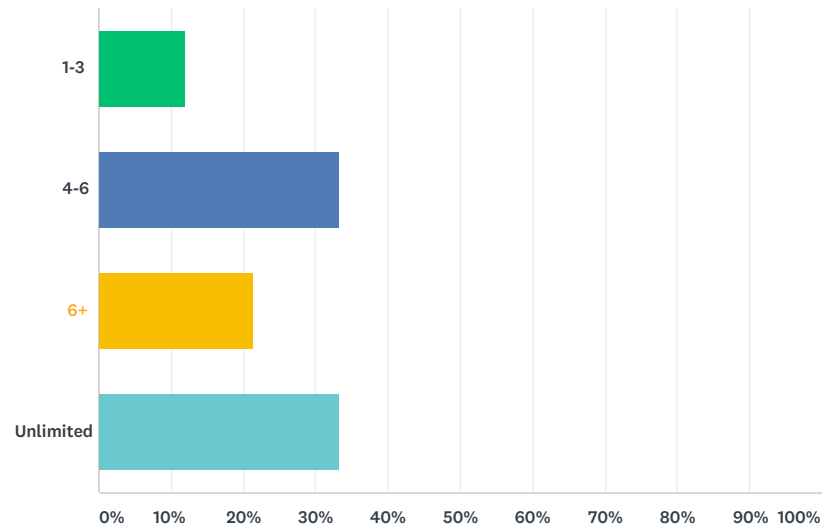
Answered: 43 Skipped: 11



ANSWER CHOICES		RESPONSES
Yes		97.67%42
No		2.33%1
TOTAL		43

Q113 How many sessions do you offer per incident, per year?

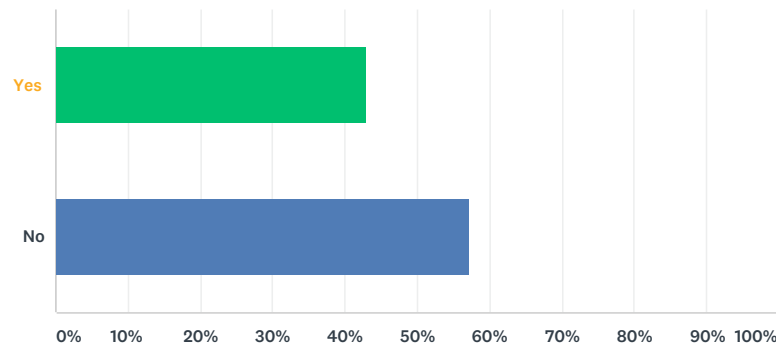
Answered: 42 Skipped: 12



ANSWER CHOICES	RESPONSES	
1-3	11.90%	5
4-6	33.33%	14
6+	21.43%	9
Unlimited	33.33%	14
TOTAL		42

Q114 Do you offer any onsite or near-site counseling as part of your EAP package?

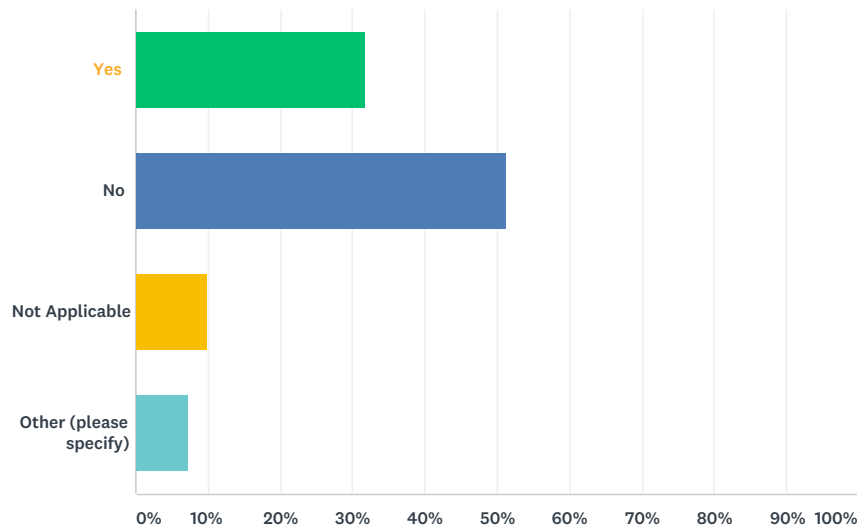
Answered: 42 Skipped: 12



ANSWER CHOICES		RESPONSES	
Yes		42.86%	18
No		57.14%	24
TOTAL			42

Q115 If your agency includes first responders (:911, Police/Fire Departments), do you have a peer support team as part of your EAP?

Answered: 41 Skipped: 13



ANSWER CHOICES	RESPONSES	
Yes	31.71%	13
No	51.22%	21
Not Applicable	9.76%	4
Other (please specify)	7.32%	3
TOTAL		41

Responses under "Other":

- Fire and police have implemented peer support groups but not with the EAP.

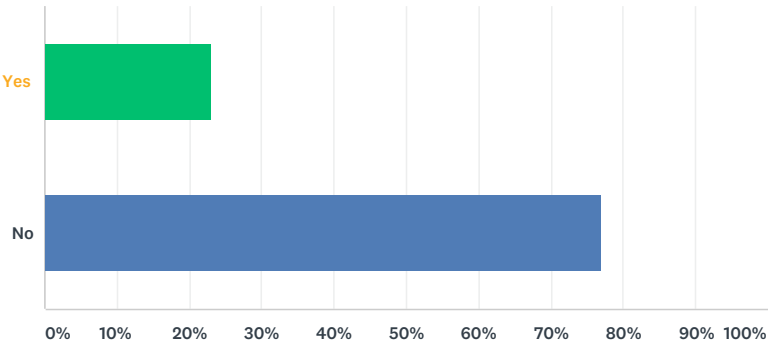
Q116 How do you train your peer support team members?

Individual answers below:

- Outside hire to train
- As a team and we bring in people from our EAP
- Professional training
- Attend external training
- Professional Counselors train our peer support team
- Professional trained as determined by PD/Fire
- External vendor
- Third party administrator
- CIS psychiatrist trains each member
- Members are trained by a Clinical Advisor and their department

Q117 Do you have a separate EAP specifically for first responders?

Answered: 13 Skipped: 41



ANSWER CHOICES	RESPONSES	
Yes	23.08%	3
No	76.92%	10
TOTAL		13

Q118 If you do have a first responder-specific EAP, please detail your plan design.

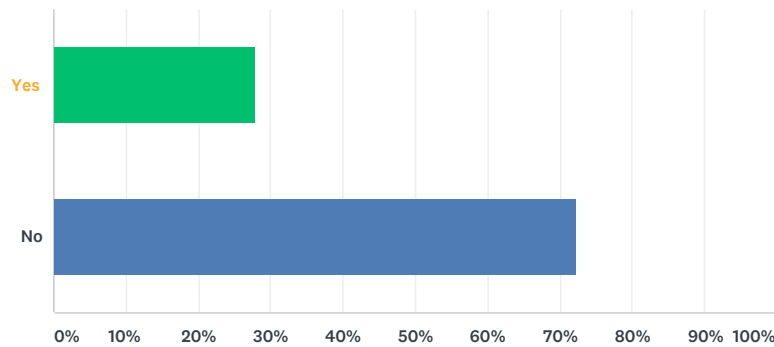
Answered: 3 Skipped: 51

Individual answers below:

- We have contracts with [LOCAL ORGANIZATION]
- We offer a pilot program for our Police, Fire and Dispatch departments. They have additional counseling sessions (up to 15 per event per year) and training throughout their department and peer support programs.
- 12+ visits

Q119 Do you plan on expanding your EAP offerings in the next 1-2 years?

Answered: 43 Skipped: 11

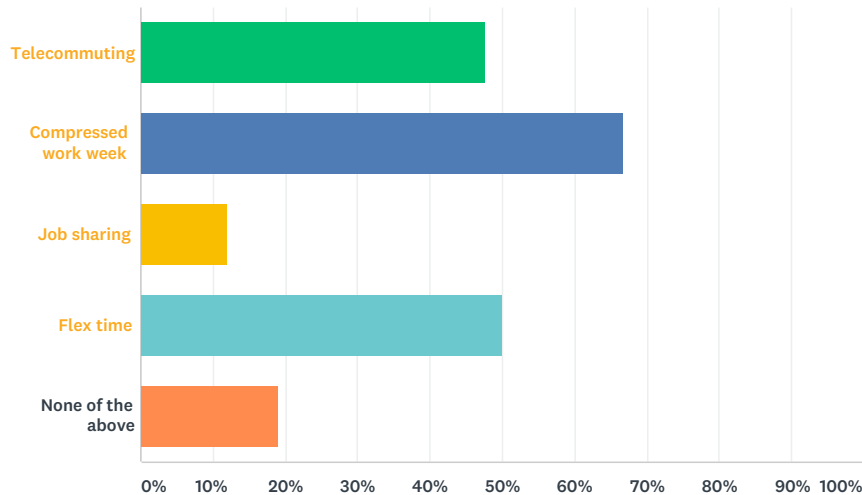


ANSWER CHOICES		RESPONSES
Yes		27.91% 12
No		72.09% 31
TOTAL		43

Q120 Which type of alternate work schedule(s) does your organization offer? Consider the following definitions for this question: (Select all that apply)

- Telecommuting is working away from a company office location
- Compressed work week is working less than five days per week for full-time status
- Job sharing is allowing more than one part-time worker to fill a full-time need
- Flex time is allowing an employee to choose their own or alternative work hours

Answered: 42 Skipped: 12



ANSWER CHOICES	RESPONSES	
Telecommuting	47.62%	20
Compressed work week	66.67%	28
Job sharing	11.90%	5
Flex time	50.00%	21
None of the above	19.05%	8
Total Respondents: 42		

Q121 What additional creative benefit practices do you have to help attract and increase employee engagement to retain employees?

Individual answers below:

- County offers a comprehensive benefits package
- YOS program awards allow employees to choose his/her gifts from Amazon. It's been a big hit.
- Employee wellness and emergency preparedness purchases through cashing of accrued leave time.
- Police Officers receive a housing incentive \$10,000 for the purchase of a home inside City limits and \$200 per month towards rent/mortgage inside City limits.
- Some agencies may have some programs to accomplish this but not the state as a whole.
- Wellness Portal
- Robust employee recognition program Frequent bonuses Family celebrations
- We have a great team!
- Parking
- Family initiatives, smart commute benefits (paid time off for sustainable commutes)
- Various challenges and intramural sports to support team building and boost morale.
- Free Financial Planning Sessions
- Employer Paid Transit Pass
- Free Parking
- Discounted GREENbike Annual Pass
- Fitness Reimbursement Program and Altered Work Schedule
- Discounts to Fitness Facilities
- Parental Leave Policy (6 weeks)
- Free Health Coaching Services
- Near Site Mental Health Providers
- Onsite Flu Clinics, Dermatology Screenings and Biometric Screenings
- Employee Annual 5k Event
- Service Awards Program

Appendix



ORGANIZATIONS WHO COMPLETED THE BENEFIT STUDY

	ORGANIZATION	STATE
1	Brigham City Corporation	UT
2	City and County of Denver	CO
3	City of Artesia	NM
4	City of Austin	TX
5	City of Bellevue	WA
6	City of Birmingham	AL
7	City of Green River	WY
8	City of Logan	UT
9	City of Memphis Compensation	TN
10	City of San Antonio	TX
11	City of Scottsdale, AZ	AZ
12	City of South Jordan	UT
13	Davis County	UT
14	Eagle Mountain City	UT
15	Heber City Corporation	UT
16	Herriman City	UT
17	Johnson County, Kansas Gov't	KS
18	Lehi City	UT
19	Lindon City	UT
20	Maricopa County	AZ
21	Metro	OR
22	Montgomery City County Personnel Board	AL
23	Mountain America Federal Credit Union	UT
24	Murray City	UT
25	O.C. Tanner Company	UT
26	Ogden City Corporation	UT
27	Provo City	UT
28	Ramsey County	MN
29	Salt Lake City Corporation	UT
30	Salt Lake County	UT
31	Spanish Fork City	UT
32	State of Utah	UT
33	Tooele County	UT
34	Unified Fire Authority	UT
35	Unified Police Department	UT
36	West Valley City	UT

The following did not give NFP permission to disclose their information:

37	Jumbo Private Information Technology	UT
38	Jumbo Municipality	CO
39	Jumbo Municipality	MO
40	Jumbo Municipality	TX
41	Jumbo Public Admin	OR
42	Jumbo Public Admin	OR
43	Jumbo Public Admin	DND
44	Large Municipality	CO
45	Large Public Admin	UT
46	Mid-Size Municipality	CO
47	Mid-Size Municipality	UT
48	Jumbo Private Building Trade	UT
49	Small Municipality	UT
50	Small Municipality	UT
51	Small Municipality	UT
52	Small Municipality	UT



All Individual Free Responses



Q12 Please provide the following information for the most popular medical plan offered (Individual Plans):

Answered: 47 Skipped: 7

ANSWER CHOICES	RESPONSES	
Type of Plan (HDHP or Traditional Health Plan)	100.00%	47
Premium % Paid By Employer	97.87%	46
Employer's Share in Dollars (Monthly dollar amount)	95.74%	45
Premium % Paid by Employee	97.87%	46
Employee's Share in Dollars (Monthly dollar amount)	95.74%	45
Annual Deductible	95.74%	45
Annual Out of Pocket Max	95.74%	45

#	TYPE OF PLAN (HDHP OR TRADITIONAL HEALTH PLAN)	DATE
1	HDHP	
2	CDHP	
3	Traditional Health Plan	
4	Traditional Plan	
5	Kaiser HMO	
6	HDHP	
7	Traditional - Choice EE	
8	HDHP	
9	HMO	
10	PPO	
11	x	
12	PPO	
13	Copay	
14	HDHP	
15	Traditional	
16	HDHP	
17	Traditional Health Plan	
18	Traditional	
19	HDHP	
20	HDHP	
21	Traditional Health Plan - PPO	
22	PPO	
23	HDHP	
24	High Deductible	
25	HDHP	
26	HDHP	
27	HDHP	
28	PEHP Traditional	
29	Traditional - SelectHealth SelectMed+	
30	HDHP	
31	Traditional EPO Health Plan	
32	Traditional Health Plan	
33	HDHP	

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34	Traditional	
35	Traditional	
36	Traditional Health Plan	
37	HDHP	
38	HSA	
39	HDHP	
40	HDHP	
41	Traditional Health Plan	
42	HDHP	
43	Traditional Health Plan	
44	HDHP	
45	HDHP	
46	Blue Cross Blue Shield PPO	
47	HDHP	
#	PREMIUM % PAID BY EMPLOYER	
1	100%	
2	94	
3	90	
4	80	
5	92	
6	95%	
7	80%	
8	70/80	
9	97	
10	98%	
11	98%	
12	80%	
13	94.5	
14	75	
15	80%	
16	89	
17	80	
18	92	
19	94.5	
20	92.5%	
21	91	
22	100%	
23	100%	
24	80	
25	100%	
26	100%	
27	90	
28	100%	
29	85	
30	80	
31	80%	
32	85-90-95 depending on tobacco use and biometrics	
33	85%	
34	80%	

Salt Lake City Benefit Study—2019

35	100%
36	100
37	100%
38	80
39	100
40	90%
41	82
42	99
43	90
44	100%
45	80%
46	93%
#	EMPLOYER'S SHARE IN DOLLARS (MONTHLY DOLLAR AMOUNT)
1	\$416
2	532
3	615.60
4	416.00
5	568.83
6	\$403.11
7	533
8	398.40
9	661.80
10	\$670.06
11	1
12	500
13	437.80
14	332.01
15	438.37
16	825.50
17	448
18	414
19	464.38
20	\$799.05
21	746
22	\$701.00
23	492.50
24	697.74
25	\$380.90
26	497.96
27	542.30
28	\$622.50
29	429
30	628.26
31	\$421.04
32	428.66-453.88-479.10
33	455.04
34	294.15
35	23841.48
36	668.42

Salt Lake City Benefit Study—2019

37	520.64
38	418.32
39	\$382.49
40	570.18
41	734
42	440.64
43	\$472
44	\$609.34
45	428.86
#	PREMIUM % PAID BY EMPLOYEE
1	0%
2	6
3	93
4	20
5	8
6	5%
7	20%
8	30/20
9	3
10	2%
11	5
12	20%
13	5.5
14	25
15	20%
16	11
17	20
18	8
19	5.5
20	7.5%
21	9
22	0%
23	0%
24	20
25	0
26	0
27	10
28	0%
29	15-10
30	20
31	20%
32	15-10-5 depending on tobacco use and biometrics
33	15%
34	235.32
35	0
36	0
37	0
38	20
39	Deductible \$3500 (employer contributes \$922.08 to HSA)

Salt Lake City Benefit Study—2019

40	10%
41	18
42	1
43	10
44	0%
45	20%
46	7%
#	EMPLOYEE'S SHARE IN DOLLARS (MONTHLY DOLLAR AMOUNT)
1	0
2	33
3	51.65
4	104.00
5	49.46
6	\$21.21
7	144
8	45.00
9	22.80
10	\$10
11	.01
12	50
13	25.48
14	110.50
15	109.59
16	95.50
17	118
18	37
19	27.03
20	\$65
21	74
22	\$0
23	0
24	89.46
25	0
26	0
27	48.74
28	\$0.00
29	51
30	157.06
31	\$105.26
32	75.66-50.44-25.22
33	80.30
34	58.83
35	0
36	0
37	0
38	104.58
39	\$43.33
40	125.67
41	25

Salt Lake City Benefit Study—2019

42	48.96
43	\$0
44	\$152.34
45	29.00
#	ANNUAL DEDUCTIBLE
1	\$2,000
2	1500
3	0.00
4	1000.00
5	150
6	\$1500
7	350/ 700
8	2000.00
9	350
10	\$500
11	500
12	0
13	1350
14	1500
15	1,500
16	300
17	600
18	1500
19	1450
20	\$25
21	750
22	\$2,850
23	3,000
24	2,000
25	\$2700
26	2000
27	350
28	\$750
29	2000
30	1000
31	\$500
32	1350.00
33	750.00
34	250.00
35	\$1500
36	1500
37	2500
38	2000
39	\$750
40	1500
41	1000
42	1500
43	\$2000
44	\$500

Salt Lake City Benefit Study—2019

45	1500
#	ANNUAL OUT OF POCKET MAX
1	\$3,500
2	3500
3	1,500
4	3000.
5	1150
6	\$4000
7	4000/ 8000
8	4000.00
9	1600
10	\$4000
11	4000
12	2,500
13	2700
14	4000
15	3,000
16	2500
17	3500
18	2000
19	2900
20	\$1200
21	2500
22	\$5,500
23	3,000
24	3,000
25	\$3000
26	3000
27	3000
28	\$5,500
29	4000
30	2000
31	\$3,000
32	2700.00
33	5,000.00
34	3000.00
35	\$3000
36	2000
37	2500
38	2000
39	\$2,500
40	3000
41	4000
42	3000
43	\$4000
44	\$2500
45	3000

Q13 Please provide the following information for the most popular medical plan offered (Two-Party):

Answered: 47 Skipped: 7

ANSWER CHOICES	RESPONSES	
Type of Plan (HDHP or Traditional Medical Plan)	100.00%	47
Premium % Paid By Employer	97.87%	46
Employer's Share in Dollars (Monthly dollar amount)	95.74%	45
Premium % Paid by Employee	97.87%	46
Employee's Share in Dollars (Monthly dollar amount)	95.74%	45
Annual Deductible	95.74%	45
Annual Out of Pocket Max	95.74%	45

#	TYPE OF PLAN (HDHP OR TRADITIONAL MEDICAL PLAN)	
1	HDHP	
2	CDHP	
3	Traditional	
4	Traditional Plan	
5	Kaiser HMO	
6	HDHP	
7	Traditional - Choice EE+1	
8	HDHP	
9	HMO	
10	PPO	
11	x	
12	PPO	
13	copay	
14	HDHP	
15	Traditional	
16	HDHP	
17	NA	
18	Traditional	
19	HDHP	
20	HDHP	
21	NA	
22	PPO	
23	HDHP	
24	High Deductible	
25	HDHP	
26	HDHP	
27	HDHP	
28	PEHP Traditional	
29	Traditional - SelectHealth SelectMed+	
30	HDHP	
31	Traditional EPO Medical Plan	
32	Traditional	
33	HDHP	

Salt Lake City Benefit Study—2019

34	Traditional
35	Traditional
36	Traditional Medical Plan
37	HDHP
38	Traditional
39	HDHP
40	HDHP
41	Traditional Medical Plan
42	HDHP
43	Traditional Health Plan
44	HDHP
45	HDHP
46	Blue Cross Blue Shield PPO
47	HDHP
#	PREMIUM % PAID BY EMPLOYER
1	100%
2	84
3	85
4	80
5	92
6	95%
7	80
8	70/80
9	93
10	75%
11	XX
12	75%
13	87
14	68
15	80%
16	NA
17	80
18	92
19	87
20	NA
21	89
22	100%
23	100%
24	80
25	100%
26	100
27	90
28	75%
29	85
30	78
31	80%
32	85-90-95 depending on tobacco use and biometrics
33	85%
34	80

Salt Lake City Benefit Study—2019

35	100%
36	100
37	100%
38	80
39	100
40	94%
41	83
42	77
43	90
44	100%
45	80%
46	92%
#	EMPLOYER'S SHARE IN DOLLARS (MONTHLY DOLLAR AMOUNT)
1	\$1,195
2	959
3	1,178
4	915.36
5	1137.65
6	\$906.99
7	1,026
8	667.78
9	1228.08
10	\$1143.76
11	XX
12	1,000
13	886.71
14	725.26
15	907.41
16	NA
17	822
18	865
19	940.55
20	NA
21	1310
22	\$1,314.00
23	1,084.00
24	1,954.78
25	\$823.40
26	1030.78
27	1118.13
28	\$1,022.46
29	935
30	1226.43
31	\$902.32
32	887.32-939.52-991.72
33	1,001.08
34	608.89
35	32536.76
36	1376.94

Salt Lake City Benefit Study—2019

37	1158.22
38	865.76
39	\$1150.06
40	1397.46
41	1290
42	969.4
43	\$1014
44	\$1774.87
45	886
#	PREMIUM % PAID BY EMPLOYEE
1	0%
2	16
3	15
4	20
5	8
6	5%
7	20
8	30/20
9	7
10	25%
11	191
12	25%
13	13
14	32
15	20%
16	NA
17	20
18	8
19	13
20	NA
21	11
22	0%
23	0%
24	20
25	0
26	0
27	10
28	25%
29	15
30	22
31	20%
32	15-10-5 depending on tobacco use and biometrics
33	15%
34	487.11
35	0
36	0
37	0
38	20
39	Deductible \$5000 (employer contributes \$1879.68 to HSA)

Salt Lake City Benefit Study—2019

40	6%
41	17
42	23
43	10
44	0%
45	20%
46	7%
#	EMPLOYEE'S SHARE IN DOLLARS (MONTHLY DOLLAR AMOUNT)
1	0
2	183
3	223
4	228.84
5	98.93
6	\$47.73
7	260
8	209.00
9	99.38
10	\$382.24
11	X
12	250
13	132.50
14	338.00
15	226.85
16	NA
17	217
18	78
19	140.54
20	NA
21	145
22	\$0
23	0
24	246.58
25	0
26	0
27	100.50
28	\$1,349.70
29	113
30	345.91
31	\$225.58
32	156.60-104.40-52.20
33	176.66
34	121.78
35	0
36	0
37	0
38	216.44
39	\$65
40	277.33
41	302

Salt Lake City Benefit Study—2019

42	107.72
43	\$0
44	\$443.72
45	66.32
#	ANNUAL DEDUCTIBLE
1	\$4,000
2	3000
3	0.00
4	2000
5	450
6	\$3000
7	350/ 700
8	4000.00
9	700
10	\$1000
11	1000
12	0
13	2700
14	1500/3000
15	3,000
16	NA
17	600/1200
18	3000
19	2900
20	NA
21	1500
22	\$5,700
23	6,000
24	4,000
25	\$5400
26	4000
27	700
28	\$1,500
29	6000
30	2000
31	\$500
32	2700.00
33	1,500.00
34	500.00
35	3000
36	3000
37	2000.00
38	4000
39	\$1,500
40	3000
41	2000
42	3000
43	\$4000
44	\$1500 family

Salt Lake City Benefit Study—2019

45	3000
#	ANNUAL OUT OF POCKET MAX
1	\$7,000
2	8000
3	3,000
4	6000
5	3450
6	\$8000
7	4,000/ 8,000
8	8000.00
9	3200
10	\$4000
11	12700
12	2500
13	5400
14	4000/8000
15	6,000
16	NA
17	3500/7000
18	4000
19	5800
20	NA
21	5000
22	\$11,000
23	6,000
24	6,000
25	\$6000
26	6000
27	6000
28	\$11,000
29	8000
30	3000
31	\$3,000
32	5400.00
33	10,000.00
34	6000.00
35	6000
36	4000
37	12000.00
38	4000
39	\$5,000
40	6000
41	8000
42	6000
43	\$8000
44	\$5000 family
45	6000

Q14 Please complete the table for the most popular medical plan offered (Family):

Answered: 47 Skipped: 7

ANSWER CHOICES	RESPONSES	
Type of Plan (HDHP/PPO)	100.00%	47
Premium % Paid By Employer	97.87%	46
Employer's Share in Dollars (Monthly dollar amount)	95.74%	45
Premium % Paid by Employee	97.87%	46
Employee's Share in Dollars (Monthly dollar amount)	95.74%	45
Annual Deductible	95.74%	45
Annual Out of Pocket Max	95.74%	45

#	TYPE OF PLAN (HDHP/PPO)	
1	HDHP	
2	CDHP	
3	PPO	
4	PPO	
5	Kaiser HMO	
6	HDHP	
7	Traditional - Choice Fam	
8	HDHP	
9	HMO	
10	PPO	
11	x	
12	PPO	
13	copay	
14	HDHP	
15	Traditional PPO	
16	HDHP	
17	Traditional PPO	
18	Traditional	
19	HDHP	
20	HDHP	
21	Traditional Health Plan - PPO	
22	PPO	
23	HDHP	
24	High Deductible	
25	HDHP	
26	HDHP	
27	HDDP	
28	PEHP Traditional	
29	Traditional Plan - SelectHealth SelectMed+	
30	HDHP	
31	Traditional EPO Medical Plan	
32	Traditional	
33	HDHP	

Salt Lake City Benefit Study—2019

34	Traditional
35	Traditional
36	Traditional Medical Plan
37	HDHP
38	Traditional
39	HDHP
40	HDHP
41	PPO
42	HDHP
43	Traditional Health Plan
44	HDHP
45	HDHP
46	Blue Cross Blue Shield
47	HDHP
#	PREMIUM % PAID BY EMPLOYER
1	100%
2	85
3	83
4	80
5	92
6	95%
7	80%
8	70/80
9	91
10	70%
11	X
12	75%
13	84.5
14	78%
15	80%
16	82
17	80
18	92
19	84.5
20	74.7%
21	91
22	100%
23	100%
24	80
25	100%
26	100
27	90
28	70%
29	85
30	77
31	80%
32	85-90-95 depending on tobacco use and biometrics
33	85%
34	80%

Salt Lake City Benefit Study—2019

35	100%
36	100
37	100%
38	80
39	100
40	88%
41	83
42	80
43	90
44	100%
45	80%
46	92%
#	EMPLOYER'S SHARE IN DOLLARS (MONTHLY DOLLAR AMOUNT)
1	\$1,195
2	1400
3	1,770.29
4	1248.32
5	1478.96
6	\$1,209.30
7	1,552
8	856.82
9	1576.62
10	\$1458.52
11	X
12	1800
13	1252.50
14	1649.16
15	1,227.42
16	940.50
17	1467
18	1172
19	1328.55
20	\$1,536.90
21	2303
22	\$1,314.00
23	1,459.90
24	2,166.30
25	\$1144.60
26	1394.30
27	1492.69
28	\$1,284.10
29	1274
30	1810.35
31	\$1,214.56
32	1200.24-1270.84-1341.46
33	1,365.10
34	823.62
35	97199.88
36	1844.84

Salt Lake City Benefit Study—2019

37	1566.66
38	1171.20
39	\$1,063.39
40	1397.46
41	1884
42	1321.92
43	\$1391
44	\$1774.87
45	1189.10
#	PREMIUM % PAID BY EMPLOYEE
1	0%
2	15
3	17
4	20
5	8
6	5%
7	20%
8	30/20
9	9
10	30%
11	X
12	25%
13	15.5
14	22
15	20%
16	18
17	20
18	8
19	15.5
20	25.3%
21	9
22	0%
23	0%
24	20
25	0
26	0
27	10
28	30%
29	15
30	23
31	20%
32	15-10-5 depending on tobacco use and biometrics
33	15%
34	658.90
35	0
36	0
37	0
38	20
39	Deductible \$5000 (employer contributes \$2540.88 to HSA)

Salt Lake City Benefit Study—2019

40	12%
41	17
42	20
43	10
44	0%
45	20%
46	8%
#	EMPLOYEE'S SHARE IN DOLLARS (MONTHLY DOLLAR AMOUNT)
1	0
2	249
3	364.91
4	312.08
5	128.60
6	\$63.66
7	479
8	296.00
9	158.14
10	\$641.74
11	X
12	400
13	229.75
14	472.33
15	306.86
16	210.50
17	387
18	107
19	243.7
20	\$522.32
21	187
22	\$0
23	0
24	273.04
25	0
26	0
27	134.16
28	\$541.30
29	154
30	540.76
31	\$303.64
32	211.82-141.22-70.60
33	240.90
34	164.72
35	0
36	0
37	0
38	292.80
39	\$151.67
40	277.33
41	389

Salt Lake City Benefit Study—2019

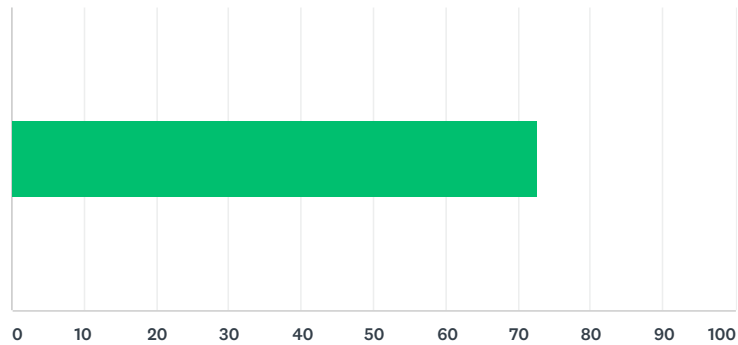
42	146.88
43	\$0
44	\$443.72
45	99
#	ANNUAL DEDUCTIBLE
1	\$4,000
2	3000
3	0.00
4	2000
5	450
6	\$3000
7	350/ 700
8	4000.00
9	700
10	\$1500
11	X
12	0
13	2700
14	1500/3000
15	3,000
16	900.00
17	600/1200
18	3000
19	2900
20	\$25
21	1500
22	\$5,700
23	6,000
24	4,000
25	\$5400
26	4000
27	700
28	\$1,500
29	6000
30	2000
31	\$500 Individual / \$1,500 Family
32	2700.00
33	1,500.00
34	500.00
35	3000
36	3000
37	2000.00
38	4000
39	\$1,500
40	3000
41	3000
42	3000
43	\$4000
44	\$1500 family

Salt Lake City Benefit Study—2019

45	3000
#	ANNUAL OUT OF POCKET MAX
1	\$7,000
2	8000
3	3,000
4	6000
5	3450
6	\$8000
7	4,000/ 8,000
8	8000.00
9	3200
10	\$4000
11	X
12	5000
13	2400
14	4000/8000
15	6,000
16	5000
17	3500/7000
18	4000
19	5800
20	\$1200
21	5000
22	\$11,000
23	6,000
24	6,000
25	\$6000
26	6000
27	9000
28	\$11,000
29	8000
30	3000
31	\$3,000
32	5400.00
33	10,000.00
34	6000.00
35	6000
36	4000
37	12000.00
38	4000
39	\$5,000
40	6000
41	8000
42	6000
43	\$8000
44	\$5000 family
45	6000

Q15 What percentage of your population has elected your most popular plan?

Answered: 47 Skipped: 7



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	73	3,410	47
Total Respondents: 47			

#	
1	76
2	84
3	70
4	90
5	65
6	94
7	64
8	70
9	43
10	72
11	80
12	80
13	69
14	57
15	86
16	48
17	48
18	70
19	75
20	70
21	87
22	56
23	55
24	97
25	70
26	55
27	60
28	63
29	89

Salt Lake City Benefit Study—2019

30	70
31	85
32	75
33	100
34	70
35	72
36	90
37	75
38	53
39	80
40	90
41	60
42	27
43	96
44	63
45	100
46	75
47	86

Q16 Please complete the table for the second-most popular medical plan offered (Individual):

Answered: 42 Skipped: 12

ANSWER CHOICES	RESPONSES	
Type of Plan (HDHP/PPO)	100.00%	42
Premium % Paid By Employer	90.48%	38
Employer's Share in Dollars (Monthly dollar amount)	92.86%	39
Premium % Paid by Employee	88.10%	37
Employee's Share in Dollars (Monthly dollar amount)	90.48%	38
Annual Deductible	90.48%	38
Annual Out of Pocket Max	90.48%	38

#	TYPE OF PLAN (HDHP/PPO)	
1	Traditional PPO	
2	PPO	
3	HMO	
4	Traditional	
5	Kaiser Added Choice	
6	HDHP (Select EE)	
7	PPO	
8	PPO	
9	CDHP	
10	x	
11	X	
12	PPO	
13	HDHP	
14	PPO	
15	PPO	
16	HDHP	
17	HDHP	
18	PPO	
19	DHMO	
20	HDHP	
21	HDHP	
22	Traditional	
23	PPO	
24	HDHP	
25	PPO	
26	PEHP Star Plan	
27	Traditional Plan - SelectHealth SelectCare+	
28	HDHP	
29	HDHP	
30	PPO	
31	HDHP	
32	HDHP	
33	HDHP	

Salt Lake City Benefit Study—2019

34	Traditional Medical Plan
35	PPO
36	Traditional
37	HDHP
38	N/A
39	N/A
40	ppo
41	Blue Cross Blue Shield HSA
42	HDHP
#	PREMIUM % PAID BY EMPLOYER
1	82%
2	77
3	100
4	92
5	81
6	70/80
7	94
8	100
9	X
10	85%
11	94.5
12	90
13	80%
14	95
15	80
16	72
17	84%
18	97
19	100%
20	93%
21	80
22	94%
23	100
24	531.94
25	90%
26	80
27	80
28	80%
29	85-90-95 depending on tobacco use and biometrics
30	85%
31	90%
32	93%
33	96
34	100%
35	100%
36	80
37	80%
38	98
#	EMPLOYER'S SHARE IN DOLLARS (MONTHLY DOLLAR AMOUNT)

Salt Lake City Benefit Study—2019

1	\$531
2	532
3	761.09
4	416.00
5	761.66
6	516
7	474.20
8	670.92
9	526.20
10	X
11	482
12	683.16
13	320.78
14	497.65
15	773
16	468
17	414
18	511.17
19	711
20	\$872.00
21	612.90
22	184.82
23	379.41
24	567.12
25	100
26	\$622.50
27	427
28	539.92
29	\$421.04
30	428.66-453.88-479.10
31	386.78
32	294.15
33	51.35
34	736
35	559.52
36	\$449.57
37	476.36
38	\$545.06
39	428
#	PREMIUM % PAID BY EMPLOYEE
1	22%
2	23
3	0
4	8
5	20
6	30/20
7	6
8	0
9	15%

Salt Lake City Benefit Study—2019

10	5.5
11	10
12	20%
13	5
14	20
15	28
16	16
17	3
18	0%
19	7%
20	20
21	6%
22	0
23	0
24	10%
25	20
26	20
27	20
28	15-10-5 depending on tobacco use and biometrics
29	15%
30	211.21
31	7%
32	4
33	0
34	0
35	20
36	20%
37	2
#	EMPLOYEE'S SHARE IN DOLLARS (MONTHLY DOLLAR AMOUNT)
1	\$119
2	161
3	0.00
4	131.30
5	66.23
6	95
7	177.00
8	45.68
9	0
10	121
11	39.76
12	32.50
13	124.41
14	43
15	98
16	163
17	97.36
18	22
19	\$0
20	44.30

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21	92.42
22	\$21.49
23	0
24	0
25	\$76.90
26	110
27	134.99
28	\$115.86
29	75.66-50.44-25.22
30	68.26
31	23.47
32	693.40
33	30
34	0
35	0
36	119.10
37	\$136.27
38	9
#	ANNUAL DEDUCTIBLE
1	\$500
2	500
3	0.00
4	1000
5	250
6	1,500/ 30,000
7	1500.00
8	750
9	\$1500
10	750
11	1350
12	1500
13	500
14	1500
15	1500
16	750
17	500
18	1750
19	\$1,850
20	1,500
21	2,000
22	\$2700
23	750
24	1500
25	\$750
26	2000
27	2000
28	\$250
29	1350.00
30	1,500.00

Salt Lake City Benefit Study—2019

31	1350.00
32	1000
33	750
34	1000.00
35	\$1,500
36	1250
37	\$1700
38	2700
#	ANNUAL OUT OF POCKET MAX
1	\$3,500
2	2500
3	2,000
4	3000
5	1250
6	4,000/ 8,000
7	3500.00
8	3500
9	\$5000
10	4500
11	2700
12	4000
13	4,000
14	3000
15	3000
16	2000
17	4500
18	3250
19	\$3,500
20	3,000
21	4,000
22	\$3000
23	3600
24	2500
25	\$10,000
26	4000
27	3000
28	\$2,500
29	2700.00
30	3,000.00
31	2700.00
32	2000
33	1500
34	6000.00
35	\$3,000
36	3000
37	\$3000
38	4000

Q17 Please complete the table for the second-most popular medical plan offered (Two-Party):

Answered: 41 Skipped: 13

ANSWER CHOICES	RESPONSES	
Type of Plan (HDHP/PPO)	100.00%	41
Premium % Paid By Employer	90.24%	37
Employer's Share in Dollars (Monthly dollar amount)	92.68%	38
Premium % Paid by Employee	90.24%	37
Employee's Share in Dollars (Monthly dollar amount)	92.68%	38
Annual Deductible	92.68%	38
Annual Out of Pocket Max	92.68%	38

#	TYPE OF PLAN (HDHP/PPO)	
1	Traditional PPO	
2	PPO	
3	HMO	
4	PPO	
5	Kaiser Added Choice	
6	HDHP (Select EE+1)	
7	PPO	
8	PPO	
9	CDHP	
10	x	
11	XX	
12	PPO	
13	HDHP	
14	PPO	
15	PPO	
16	NA	
17	HDHP	
18	PPO	
19	DHMO	
20	HDHP	
21	HDHP	
22	Traditional	
23	PPO	
24	HDHP	
25	PPO	
26	PEHP Star Plan	
27	Traditional Plan - SelectHealth SelectCare+	
28	HDHP	
29	HDHP	
30	PPO	
31	HDHP	
32	HDHP	
33	HDHP	

Salt Lake City Benefit Study—2019

34	Traditional Medical Plan
35	PPO
36	HSA
37	HDHP
38	N/A
39	ppo
40	Blue Cross Blue Shield HSA
41	HDHP
#	PREMIUM % PAID BY EMPLOYER
1	82%
2	70
3	90
4	92
5	80
6	70/80
7	88
8	84
9	75%
10	87
11	83
12	80%
13	NA
14	80
15	72
16	76.5
17	96
18	100%
19	94%
20	80
21	94%
22	100
23	100
24	67%
25	80
26	78
27	80%
28	85-90-95 depending on tobacco use and biometrics
29	85%
30	90%
31	93%
32	96
33	100%
34	100%
35	80
36	80%
37	98
#	EMPLOYER'S SHARE IN DOLLARS (MONTHLY DOLLAR AMOUNT)
1	\$1,168
2	959

Salt Lake City Benefit Study—2019

3	1,515
4	915.36
5	1523.32
6	994
7	640.38
8	1222.64
9	996.84
10	996
11	1383.67
12	702.53
13	1,030.14
14	NA
15	720
16	866
17	1024.15
18	57
19	\$1,640
20	1,369.40
21	2,071.24
22	\$820.10
23	1173.94
24	1096.77
25	\$1,022.46
26	932
27	1052.34
28	\$902.32
29	887.32-939.52-991.72
30	850.92
31	485.79
32	4940.96
33	1516
34	1077.70
35	\$915.09
36	1048.00
37	\$1587.63
38	886
#	PREMIUM % PAID BY EMPLOYEE
1	22%
2	30
3	10
4	8
5	20
6	30/20
7	12
8	16
9	25%
10	13
11	17
12	20%

Salt Lake City Benefit Study—2019

13	NA
14	20
15	28
16	13.5
17	4
18	0%
19	6%
20	20
21	6%
22	0
23	0
24	33%
25	20
26	22
27	20
28	15-10-5 depending on tobacco use and biometrics
29	15%
30	437.21
31	7%
32	4
33	0
34	0%
35	20
36	20%
37	2
#	EMPLOYEE'S SHARE IN DOLLARS (MONTHLY DOLLAR AMOUNT)
1	\$261
2	417
3	83.72
4	288.94
5	132.46
6	171
7	662.00
8	169.74
9	183.56
10	265
11	206.76
12	145.17
13	257.54
14	NA
15	180
16	341
17	314.61
18	1264
19	\$0
20	77.20
21	258.90
22	\$46.80
23	0

Salt Lake City Benefit Study—2019

24	0
25	\$493.74
26	240
27	296.81
28	\$248.38
29	156.60-104.40-52.20
30	150.16
31	48.58
32	365.93
33	62
34	0
35	0
36	262.00
37	\$396.91
38	17.62
#	ANNUAL DEDUCTIBLE
1	\$1,000
2	1200
3	0.00
4	2000
5	750
6	1,500/ 3,000
7	3000.00
8	1500
9	3000
10	750
11	2700
12	1500/3000
13	1,000
14	NA
15	1500
16	1500
17	1000
18	3500
19	\$3,700
20	3,000
21	4,000
22	\$5400
23	1500
24	3000
25	\$1,500
26	4000
27	3000
28	\$250
29	2700.00
30	3,000.00
31	2700.00
32	2000
33	1500

Salt Lake City Benefit Study—2019

34	5000.00
35	\$3,000
36	1250/2500
37	\$3450
38	5400
#	ANNUAL OUT OF POCKET MAX
1	\$7,000
2	7500
3	4,000
4	6000
5	3750
6	4,000/ 8,000
7	7000.00
8	7000
9	6850
10	4500
11	5400
12	4000/8000
13	8,000
14	NA
15	3000
16	4000
17	9000
18	6500
19	\$6,500
20	6,000
21	8,000
22	\$6000
23	7200
24	5000
25	\$10,000
26	6000
27	5000
28	\$2,500
29	5400.00
30	6,000.00
31	5400.00
32	6000
33	3000
34	5000.00
35	\$6,000
36	3000/6000
37	\$6000
38	8000

Q18 Please complete the table for the second-most popular medical plan offered (Family):

Answered: 41 Skipped: 13

ANSWER CHOICES	RESPONSES	
Type of Plan (HDHP/PPO)	100.00%	41
Premium % Paid By Employer	90.24%	37
Employer's Share in Dollars (Monthly dollar amount)	92.68%	38
Premium % Paid by Employee	90.24%	37
Employee's Share in Dollars (Monthly dollar amount)	92.68%	38
Annual Deductible	92.68%	38
Annual Out of Pocket Max	92.68%	38

#	TYPE OF PLAN (HDHP/PPO)	
1	Traditional PPO	
2	PPO	
3	HMO	
4	PPO	
5	Kaiser Added Choice	
6	HDHP (Select)	
7	PPO	
8	PPO	
9	CDHP	
10	x	
11	X	
12	PPO	
13	HDHP	
14	PPO	
15	PPO	
16	HDHP	
17	HDHP	
18	PPO	
19	DHMO	
20	HDHP	
21	HDHP	
22	Traditional	
23	PPO	
24	HDHP	
25	PPO	
26	PEHP Star Plan	
27	Traditional Plan - SelectHealth SelectCare+	
28	HDHP	
29	HDHP	
30	PPO	
31	HDHP	
32	HDHP	
33	HDHP	

Salt Lake City Benefit Study—2019

34	Traditional Medical Plan
35	PPO
36	HSA
37	HDHP
38	N/A
39	ppo
40	Blue Cross Blue Shield HSA
41	HDHP
#	PREMIUM % PAID BY EMPLOYER
1	82%
2	72
3	90
4	92
5	80
6	70/80
7	86
8	74
9	75%
10	84.5
11	87
12	80%
13	87
14	80
15	72
16	74%
17	96
18	100%
19	94%
20	80
21	94%
22	100
23	100
24	63%
25	80
26	77
27	80%
28	85-90-95 depending on tobacco use and biometrics
29	85%
30	90%
31	93%
32	96
33	100%
34	100
35	80
36	80%
37	97
#	EMPLOYER'S SHARE IN DOLLARS (MONTHLY DOLLAR AMOUNT)
1	\$1,578
2	1400

Salt Lake City Benefit Study—2019

3	1,789
4	1248.32
5	1980.31
6	1,501
7	805.10
8	1561.48
9	1202.44
10	1431
11	1954.76
12	1481.57
13	1,393.42
14	853
15	1288
16	1174
17	1440.99
18	2114
19	\$1,640
20	1842.00
21	2,295.36
22	\$1140.10
23	1587.94
24	1464.17
25	\$1,284.10
26	1270
27	1558.29
28	\$1,214.56
29	1200.24-1270.84-1341.46
30	1,160.34
31	657.10
32	3714.52
33	2031
34	1457.76
35	\$1,219.21
36	1429.08
37	\$1587.63
38	1189
#	PREMIUM % PAID BY EMPLOYEE
1	22%
2	28
3	10
4	8
5	20
6	30/20
7	14
8	26
9	25%
10	15.5
11	13
12	20%

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13	13
14	20
15	28
16	26%
17	4
18	0%
19	6%
20	20
21	6%
22	0
23	0
24	37%
25	20
26	23
27	20
28	15-10-5 depending on tobacco use and biometrics
29	15%
30	591.39
31	7%
32	4
33	0
34	0
35	20
36	20%
37	3
#	EMPLOYEE'S SHARE IN DOLLARS (MONTHLY DOLLAR AMOUNT)
1	\$348
2	557
3	114
4	393.88
5	172.20
6	285
7	888.00
8	259.10
9	422.16
10	380
11	358.57
12	212.33
13	348.36
14	123
15	322
16	462
17	506.30
18	92
19	\$0
20	106.20
21	286.92
22	\$64.70
23	0

Salt Lake City Benefit Study—2019

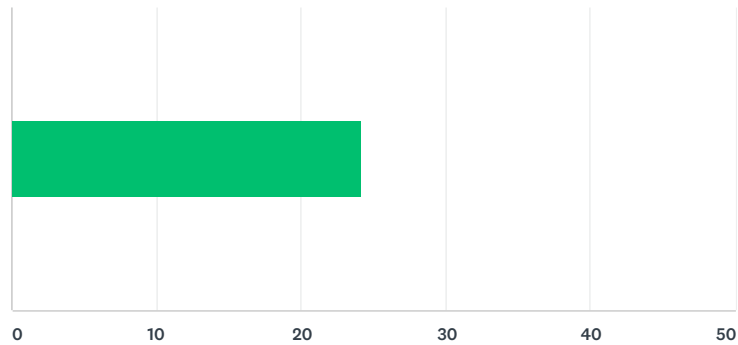
24	0
25	\$766.30
26	327
27	465.47
28	\$333.94
29	211.82-141.22-70.60
30	204.77
31	65.71
32	275.10
33	83
34	0
35	0
36	357.28
37	\$396.91
38	34.10
#	ANNUAL DEDUCTIBLE
1	\$1,000
2	1200
3	0.00
4	2000
5	750
6	1,500/ 3,000
7	3000.00
8	1500
9	3000
10	1500
11	2700
12	1500/3000
13	1,000
14	3000
15	1500
16	1500
17	1500
18	3500
19	\$3,700
20	3,000
21	4,000
22	\$5400
23	1500
24	3000
25	\$1,500
26	4000
27	3000
28	\$250 Individual - \$500 Family
29	2700.00
30	3,000.00
31	2700.00
32	2000
33	1500

Salt Lake City Benefit Study—2019

34	5000.00
35	\$3,000
36	1250/2500
37	\$3450
38	5400
#	ANNUAL OUT OF POCKET MAX
1	\$7,000
2	7500
3	4,000
4	6000
5	3750
6	4,000/ 8,000
7	7000.00
8	7000
9	6850
10	9000
11	5400
12	4000/8000
13	8,000
14	8000
15	3000
16	4000
17	9000
18	6500
19	\$6,500
20	6,000
21	8,000
22	\$6000
23	7200
24	7500
25	\$10,000
26	6000
27	5000
28	\$2,500
29	5400.00
30	6,000.00
31	5400.00
32	6000
33	3000
34	5000.00
35	\$6,000
36	2500/6000
37	\$6000
38	8000

Q19 What percentage of your employees have elected your second-most popular plan?

Answered: 40 Skipped: 14



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	24	965	40
Total Respondents: 40			

#	
1	24
2	18
3	15
4	15
5	30
6	35
7	30
8	37
9	15
10	15
11	15
12	5
13	35
14	14
15	27
16	39
17	16
18	25
19	25
20	26
21	46
22	3
23	30
24	31
25	40
26	34
27	11
28	18
29	15

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30	20
31	0
32	30
33	28
34	8
35	15
36	47
37	40
38	48
39	25
40	15

Q24 If applicable, what does your bariatric benefit plan pay?

Answered: 15 Skipped: 39

#	RESPONSES
1	80
2	100% after deductible
3	90% of AA after deductible (pilot program)
4	N/A
5	1,000 copay after deductible
6	covered service paid based on plan enrolled (ded/coins/copay)
7	50% coinsurance
8	100%
9	PPO 100% once outpatient deductible is met
10	\$10,000 lifetime limit
11	50% on one plan only
12	Up to \$20K
13	80% after deductible is met. Pre-approval is required for bariatric procedures.
14	n/a
15	SAME AS ANY MEDICAL BENEFIT

Q28 What is the waiting period before short term disability benefits are paid?

Answered: 31 Skipped: 23

#	RESPONSES
1	8, 15, or 30 days
2	7 days or exhaust sick leave
3	14 days
4	None
5	N/A
6	14 day elimination period, 90 day pre-ex condition limit
7	one week
8	30
9	x
10	7 days
11	14 for city paid / 14 or 60 day employee paid
12	30
13	7 days
14	7 days
15	14 day
16	Employees can choose 30, 60, or 90 days.
17	14 days
18	N/A
19	7 days
20	N/A
21	7 or 30
22	14 Days
23	7-14
24	2 Weeks
25	15 days
26	7 days
27	6 months
28	14 Days
29	10 days
30	3 DAYS
31	7 days - not voluntary, coverage is mandatory

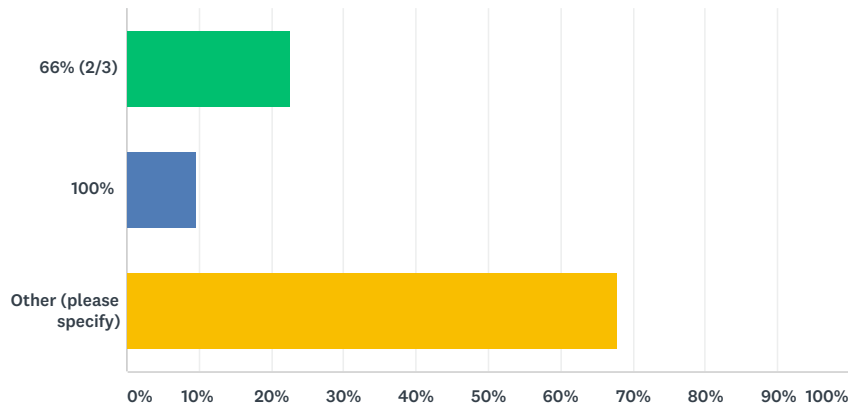
Q29 What is the maximum short term disability benefit period?

Answered: 31 Skipped: 23

#	RESPONSES
1	13 weeks
2	26 weeks
3	13 weeks
4	12 Weeks
5	N/A
6	26 weeks
7	26 weeks
8	90
9	x
10	3 months
11	160 days
12	?
13	12 weeks
14	90 days
15	26 weeks
16	6 months
17	180 days
18	13 months
19	17 weeks
20	N/A
21	6 months
22	90 Days
23	90 days
24	120 days
25	13 weeks
26	90 days
27	13 weeks
28	11 Weeks
29	12 weeks
30	520 HOURS IF ACCRUED
31	89 days

Q30 What is your monthly short term disability benefit amount?

Answered: 31 Skipped: 23

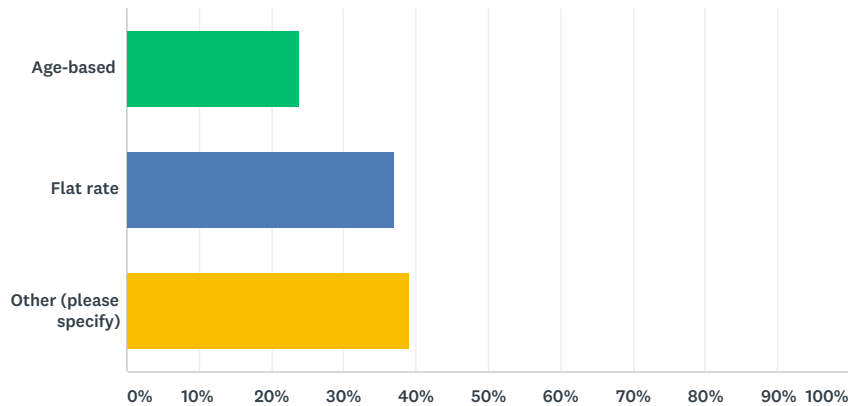


ANSWER CHOICES	RESPONSES	
66% (2/3)	22.58%	7
100%	9.68%	3
Other (please specify)	67.74%	21
TOTAL		31

#	OTHER (PLEASE SPECIFY)
1	up to 60% of your earnings up to a weekly max of \$1,000
2	60
3	66 2/3 up to a maximum of 1,000 per week
4	Varies depending on length of service.
5	N/A
6	Employee can choose 40%, 50%, or 60% plan
7	70
8	50 or 70%
9	70%
10	60% or 40%, employee chooses
11	60
12	70%
13	60%
14	80%
15	N/A
16	Depends on what the employee elects.
17	60%
18	60% of salary up to \$1,000 per week
19	60%
20	60%
21	60

Q32 How is the premium for your long term disability plans determined?

Answered: 46 Skipped: 8

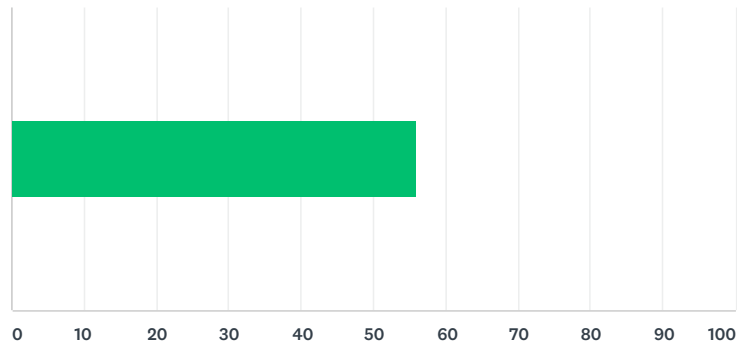


ANSWER CHOICES	RESPONSES
Age-based	23.91% 11
Flat rate	36.96% 17
Other (please specify)	39.13% 18
TOTAL	46

#	OTHER (PLEASE SPECIFY)
1	Employer paid
2	salary based
3	age of salary
4	N/A
5	Age and Base Annual Salary based
6	AZ State LTD Plan
7	Rate based on Salary Volume
8	NA - not offered
9	Wage based
10	Income based
11	percent of salary
12	The employer provides a 40% plan which is a flat rate. Employees can purchase an additional 20 which is age based.
13	Actuary
14	percent of income
15	% of salary
16	N/A
17	BASED ON SALARY
18	based on salary - not voluntary, coverage is mandatory

Q33 What is the monthly long term disability benefit amount (as a percentage)?

Answered: 46 Skipped: 8



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	56	2,567	46
Total Respondents: 46			

#	
1	60
2	60
3	60
4	66
5	60
6	67
7	70
8	40
9	0
10	60
11	1
12	66
13	68
14	60
15	67
16	0
17	60
18	60
19	60
20	60
21	50
22	60
23	67
24	67
25	67
26	70
27	66
28	0
29	66

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30	60
31	60
32	66
33	67
34	38
35	67
36	70
37	60
38	66
39	60
40	60
41	66
42	60
43	66
44	67
45	66
46	10

Q34 What is the elimination period for employees to receive long term disability payments?

Answered: 46 Skipped: 8

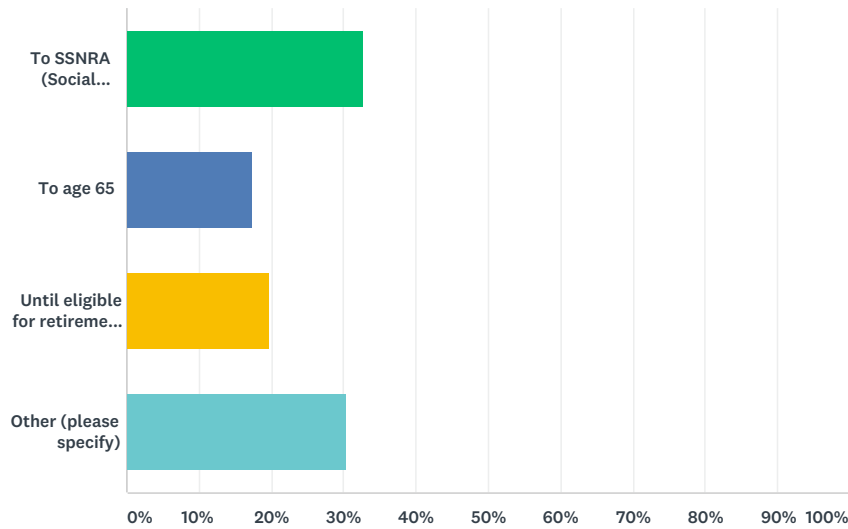
#	RESPONSES
1	90
2	6 months
3	180 days
4	12 Weeks
5	90 days
6	90 days
7	180
8	26 weeks after short term
9	N/A
10	90
11	x
12	6 months
13	?
14	180 days
15	90 days
16	NA
17	90 days
18	90 days
19	6 months or 26 weeks
20	6 months
21	180 days
22	90 days
23	90 days
24	13 weeks
25	3 Months
26	120 days
27	90
28	N/A
29	90 days
30	90 days
31	3 months
32	120 Days
33	90 days
34	90
35	Three months
36	90 Days
37	90
38	?
39	Normal Retirement Age
40	90 days
41	90 days
42	90 days

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43	12 weeks
44	90 DAYS
45	age of social security
46	90

Q35 What is the maximum disability payment benefit period?

Answered: 46 Skipped: 8



ANSWER CHOICES		RESPONSES	
To SSNRA (Social Security Normal Retirement Age)		32.61%	15
To age 65		17.39%	8
Until eligible for retirement benefits		19.57%	9
Other (please specify)		30.43%	14
TOTAL			46

#	OTHER (PLEASE SPECIFY)
1	N/A
2	Age 69 or older, 12 months
3	Varies
4	To age 65 or SSNRA, whichever is later.
5	NA
6	Salaried - to SSNRA, hourly for 2 years
7	It depends on their age at disability and the type of disability
8	Maximum benefit duration varies by age with under age 61 having a 60 month benefits and then reducing each year until 65 + having a 12 month benefit.
9	Age 65 or retirement with Utah Retirement Systems
10	N/A
11	To age 65 or until eligible for retirement benefits which ever comes first.
12	younger than 60 to age 65, 60 - 64 5 years, 65 - 68 to age 70, 69 or older 1 year
13	Normal Retirement Age
14	2 years, with voluntary buy-up to SSNRA

Q36 What is the benefit period for mental health-related long term disability claims?

Answered: 46 Skipped: 8

ANSWER CHOICES		RESPONSES	
Inpatient		93.48%	43
Outpatient		95.65%	44

#	INPATIENT
1	.
2	It is treated the same as other medical conditions
3	N/A
4	24 months
5	24 months
6	Unknown
7	Unknown to me
8	N/A
9	Age 69 or older, 12 months
10	x
11	Varies
12	?
13	180 days
14	Same as above.
15	NA
16	Salaried - to SSNRA, hourly for 2 years
17	same as any other disability
18	same as medical
19	24 months
20	N/A
21	unknown
22	unknown
23	24 months
24	When employees go on LTD with the State, they no longer are state employees regardless of reason (at least until they come back - if they do). The approval periods range from 90 days to 2 years depending on the circumstances.
25	2 years
26	same as physical health - up to SSNRA
27	N/A
28	60
29	24 months
30	24 months
31	24 Months
32	?
33	unknown
34	70%
35	na
36	n/a
37	24 months

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38	24 months
39	unknown
40	N/A
41	90 DAYS
42	unknown
43	1
#	OUTPATIENT
1	24 Month Outpatient
2	It is treated the same as other medical conditions
3	N/A
4	24 months
5	24 months
6	Unknown
7	unknown to me
8	N/A
9	Age 69 or older, 12 months
10	x
11	Varies
12	?
13	180 days
14	Same as above.
15	NA
16	Salaried - to SSNRA, hourly for 2 years
17	same as any other disability
18	same as medical
19	24 months
20	N/A
21	2 years
22	24 months
23	When employees go on LTD with the State, they no longer are state employees regardless of reason (at least until they come back - if they do). The approval periods range from 90 days to 2 years depending on the circumstances.
24	2 years
25	same as physical health - up to SSNRA
26	N/A
27	30
28	24 months
29	24 months
30	24 Months
31	?
32	18 months
33	unknown
34	70%
35	na
36	n/a
37	24 months
38	24 months
39	24 months
40	unknown
41	N/A

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42	90 DAYS
43	unknown
44	6

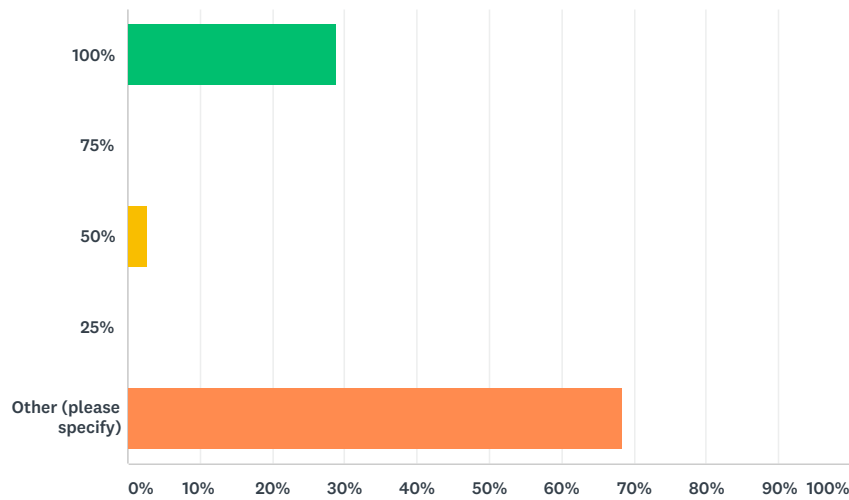
Q51 What is the maximum amount of tuition that your organization will reimburse? (Enter dollar amount or percentage.)

Answered: 38 Skipped: 16

#	RESPONSES
1	\$5,250.00 FT employees
2	depends of budget
3	2,000/year
4	3000
5	1000 annually
6	\$4000
7	\$3,000 p/ fiscal year
8	100% depending on institution and grade
9	Based on grade and local public college
10	2000
11	x
12	\$1500/year
13	2500
14	2500 annually
15	\$5,250/year
16	\$3000 for bachelor's degree or \$5,000 for master's degree
17	5000
18	1500/year
19	\$4000
20	3500 annually
21	50%
22	5000
23	2,000 per year
24	6,000 annually
25	5250
26	50% up to a max of \$1000 per year
27	\$4000 per fiscal year up to 4 years=up to \$16000 total
28	5120
29	2000/year
30	100
31	2,500.00/annually
32	\$2000
33	1,000
34	2000.00
35	4,000/yr
36	\$2,000
37	100
38	1250

Q53 If you require tuition reimbursement repayment, what are your repayment terms?

Answered: 38 Skipped: 16



ANSWER CHOICES	RESPONSES	
100%	28.95%	11
75%	0.00%	0
50%	2.63%	1
25%	0.00%	0
Other (please specify)	68.42%	26
TOTAL		38

#	OTHER (PLEASE SPECIFY)
1	Prorated on quarterly increments within 2 years of receiving tuition reimbursement.
2	.
3	Do not require
4	prorated based on termination date and benefit received
5	Repayment
6	n/a
7	Varies
8	varies based on time period
9	Depends on how long the employee works once he/she received the reimbursement.
10	NA
11	nothing after 1 year
12	N/A
13	Based on how long they were employed after tuition payment.
14	Prorate amount owed per month on final check.
15	prorated for previous 24 months
16	Prorated
17	100% of benefits paid within 3 years. After 3 years, 0% repayment
18	pro-rated for 2 years
19	N/A
20	100% if they separate less than one year after completion

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21	100% if employee separates in the 12 months following reimbursement. \$0 repayment after 12 months.
22	based on length of service since reimbursement
23	Prorated
24	N/A
25	n/a
26	N/A

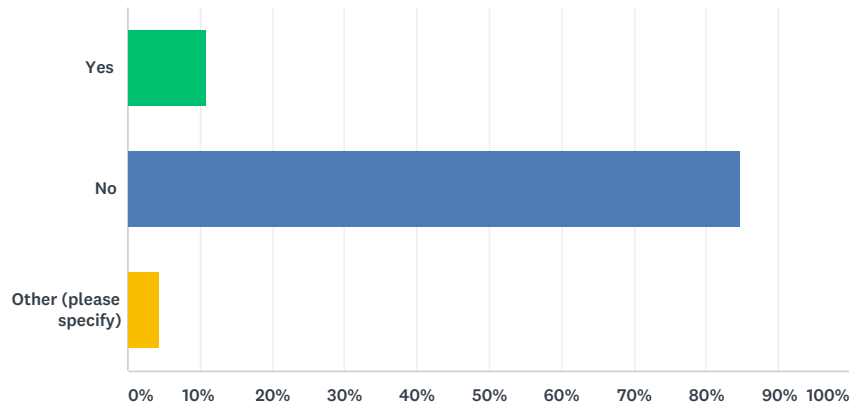
Q54 If you require tuition reimbursement repayment, how long must the recipient be employed to avoid repayment?

Answered: 38 Skipped: 16

#	RESPONSES
1	6 months and work at least 20 hours a week
2	.
3	Do not require
4	2 Years
5	more than 12 months after receiving benefit
6	12 months
7	2 years after reimbursement
8	12 months post reimbursement
9	N/A
10	n/a
11	x
12	1 year
13	1 year is max.
14	2 years
15	2 years beyond the last reimbursement
16	1 year
17	NA
18	1 year
19	1 year
20	N/A
21	2 years
22	Six months after every reimbursement.
23	1 Year
24	24 months
25	One year
26	1 year
27	3 years
28	2 years
29	N/A
30	One year after completion
31	One Year
32	12 months following course end date
33	3 Years
34	3 years
35	Year for year worked
36	N/A
37	n/a
38	N/A

Q55 Does your organization offer student loan assistance and/or repayment benefits?

Answered: 46 Skipped: 8



ANSWER CHOICES		RESPONSES	
Yes		10.87%	5
No		84.78%	39
Other (please specify)		4.35%	2
TOTAL			46

#	OTHER (PLEASE SPECIFY)	
1	Student loan debt consolidation benefits.	
2	n/a	

Q56 If you offer a student loan assistance and/or repayment plan, how is the plan designed?

Answered: 5 Skipped: 49

#	RESPONSES	
1	FT employees with 1 year are eligible to receive \$50 monthly no max.	
2	Certain eligible positions in certain eligible departments only	
3	\$50 per month	
4	x	
5	To provide counseling	

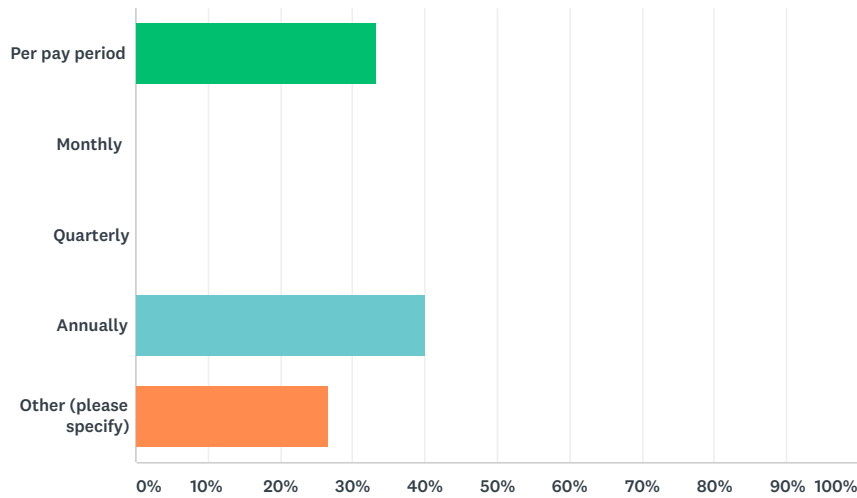
Q59 If longevity pay is offered, what is the dollar amount or percentage of pay in relation to years of service?

Answered: 15 Skipped: 39

#	RESPONSES
1	1% of base salary once maxed out in salary range
2	6 years- \$50/month, 10 years- \$75/month, 16 years-\$100/month, 20 years- \$125/month
3	BUA
4	Less of .0025 x hourly rate or \$500 for 5-6.9yrs, \$1000 for 7-14.9yrs, or \$1500 for 15+ years
5	x
6	scale based on years of service after 10. Starting at \$300 ending at \$950
7	it is only offered to uniformed officers and it varies by employee group. It is different for sheriff, police and fire. It is not offered to civilians
8	2%- 5%
9	2.75% after 8 years and be or above the current maximum of the salary range for at least one year.
10	\$10 per month at 10 years; \$20 per month at 18 years
11	1% for every 5 years.
12	Don't know
13	\$50 increases \$25 every five years
14	\$25 per year of service up to a maximum of \$500 per year.
15	\$2.00 for every year over 5 years

Q60 If longevity pay is offered, how often is this pay given?

Answered: 15 Skipped: 39

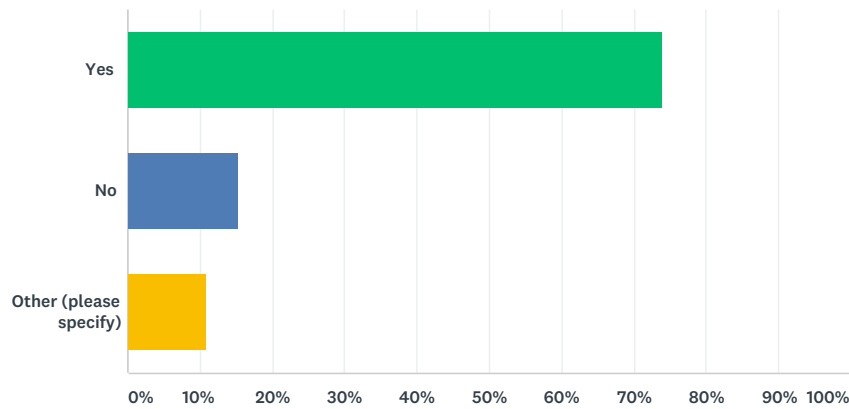


ANSWER CHOICES		RESPONSES	
Per pay period		33.33%	5
Monthly		0.00%	0
Quarterly		0.00%	0
Annually		40.00%	6
Other (please specify)		26.67%	4
TOTAL			15

#	OTHER (PLEASE SPECIFY)
1	per collective bargaining agreement. It varies by employee group.
2	One time bonus for employees on step plan. % increase to base pay for employees on general pay plan.
3	Every 3 years
4	One time gift card beginning at 5 years

Q61 Does your organization offer take-home vehicles for your public safety personnel?

Answered: 46 Skipped: 8



ANSWER CHOICES	RESPONSES	
Yes	73.91%	34
No	15.22%	7
Other (please specify)	10.87%	5
TOTAL		46

#	OTHER (PLEASE SPECIFY)	
1	don't know	
2	For some not all	
3	Some	
4	Only when required to be on-call.	
5	No public safety personnel	

Q62 Please detail any employee costs included in your take-home vehicle plan design:

Answered: 34 Skipped: 20

#	RESPONSES
1	unsure
2	Employees must pay for toll lanes
3	A car allowance may be paid to department directors, the RDA chief operating officer, and up to three employees in the mayor's office at a rate not to exceed \$400 per month as determined by the mayor. A car allowance may be paid to the Council Executive Director at a rate not to exceed \$400 per month as determined by the council chair. A car allowance may be paid to specific appointed employees at a rate not to exceed \$400 per month as recommended by the mayor and approved by the city council.
4	N/A
5	personal income tax related to domicile to duty and other non work miles
6	For uniform personnel
7	*
8	x
9	don't know of any
10	Varies
11	None - only First Responders can take home vehicles.
12	taxable
13	may require follow-up. Are you referring to costs to the employee or to the employer?
14	NA
15	Not available
16	Commuting Rule applied to any employees driving a Non Qualified taxable vehicle. A non-cash fringe benefit value added to employee's wages.
17	\$0
18	n/a
19	N/A
20	N/A
21	Free up to 55 miles then \$20 per pay period
22	Employees are responsible for any IRS-determined tax.
23	I'm not sure. If you need to get this information from me, please e-mail me and I can get it for you. asadler@tooeleco.org
24	no cost to employees
25	For officers who live outside of City Limits the cost is \$1 per mile (one way) per pay period up to 50 miles, ie, If you live 10 miles outside of City limits it will cost you \$10 per pay period to take your car home.
26	\$3 per day for none law enforcement
27	No cost for those that live in Murray. \$25.00 monthly for those living in Salt Lake County. \$50.00 monthly for those living outside the county.
28	\$62.50 per month for Public Works \$0 for Police & Fire Departments
29	na
30	0
31	We tax them for \$3/day
32	NO COST TO EMPLOYEES
33	none
34	gas

Q64 What is the dollar value or percentage of additional funds added for the following to equalize Tier 1 and Tier 2 employees?

Answered: 11 Skipped: 43

ANSWER CHOICES	RESPONSES
Civilian	100.00% 11
Sworn Officer	90.91% 10

#	CIVILIAN
1	6.69%
2	3% 401K
3	x
4	n/a
5	0
6	difference between Tier 1 & Tier 2 contribution rates
7	2% Automatic and 2% Match
8	0
9	0
10	unsure
11	0
#	SWORN OFFICER
1	6.69%
2	6% 401K
3	x
4	Tier 2/10.21%
5	0
6	difference between Tier 1 & Tier 2 contribution rates
7	2% Automatic and 2% Match
8	10.91%
9	10%
10	10%
11	Provides 6% into 401(k) for new sworn officers for the first three years of employment.

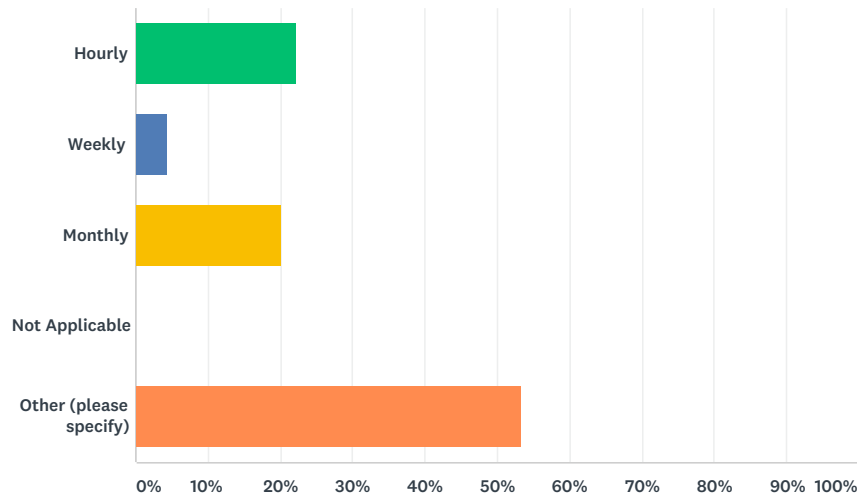
Q69 If there is a matching contribution requirement, what is the matching amount?

Answered: 25 Skipped: 29

#	RESPONSES
1	8
2	6% to Oregon PERS
3	8%
4	for defined pension plan, it is 8% of basepay
5	x
6	8.5%
7	Executive Exempt Alternative Retirement Plan. 9%
8	Up to 2.5%
9	6 or 8.5% depending on hire date
10	10% to receive full match
11	100% of first 5%
12	Unsure how to answer #53 for Denver. We have a DB plan with a required employee contribution of 10.25%.
13	5%
14	1:1 match up to 3% base salary
15	2%
16	One for one up to 4% (less than 1% there is no match)
17	3% and an additional 50% of any 401k contribution made in excess of 3% up to 5% of the employee's salary, for a maximum additional contribution of 1% of employee salary
18	2%
19	4%
20	1.5%
21	4%
22	Employee 5% Employer 3.5%
23	6.2%
24	9%
25	5.11%

Q80 How is time for sick leave, vacation time, and PTO accrued?

Answered: 45 Skipped: 9



ANSWER CHOICES		RESPONSES	
Hourly		22.22%	10
Weekly		4.44%	2
Monthly		20.00%	9
Not Applicable		0.00%	0
Other (please specify)		53.33%	24
TOTAL			45

#	OTHER (PLEASE SPECIFY)
1	biweekly
2	hourly for sick, per pay period for vacation depending on classificaiton
3	bi-monthly (bi-weekly for 24 pay periods)
4	Bi-weekly
5	biweekly based on hours worked
6	one week deposited on service date, then remainder accrued biweekly
7	biweely
8	Bi-weekly
9	bi-weekly
10	Vacation and sick bi-weekly; PTO given once a year upon hire.
11	Per pay period
12	bi-weekly
13	per pay period
14	Per Pay Period
15	Per Pay Period
16	per pay period
17	Per Pay Period plus on lump sum annually
18	bi-weekly
19	Bi-Weekly
20	Bi-Weekly
21	bi-weekly

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22	EVERY TWO WEEKS
23	Annual balance in January for vacation; sick leave accrues on a biweekly basis
24	bi-weekly

Q81 Based on the frequency of your answer in Question 74, what is the accrual rate for the following types of leave at your company:

Answered: 40 Skipped: 14

ANSWER CHOICES	RESPONSES
Sick Leave	82.50% 33
Vacation Leave	82.50% 33
PTO	55.00% 22
Other	27.50% 11

#	SICK LEAVE
1	8
2	8 hours/month
3	1 Day per month starting
4	.05
5	NA
6	1 day per month
7	.0333 classified .03875 for unclassified
8	4 hours
9	x
10	8
11	8 hours per month
12	3.70
13	4 hours biweekly
14	N/A
15	.0577
16	4
17	3.69
18	3.7
19	3.08 hours
20	3.70 per pay period
21	3.70 hours / pay period
22	3.64 hours per pay period
23	8 hours monthly
24	N/A
25	3.7
26	3.7 per pay period
27	3.692/Bi-Weekly
28	3.70 hours
29	N/A
30	0
31	none
32	2 HOURS PER MONTH
33	accrues 4 hours biweekly
#	VACATION LEAVE
1	0-2 years 96 hours
2	7.23

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3	Starts at 8 hours/month
4	1 day per month starting
5	.0577
6	0-3: 37.3, 4-6: 4.42, 7-9: 4.81, 10-12: 5.54, 13-15: 6.15, 16-19: 6.77, 20+: 7.69
7	co lend year
8	4.65 per period if 40 hours worked in years 1-3
9	varies by years of service: 4.34 to 7.67 hours
10	x
11	varies
12	8 hours per month
13	3.70 [YR.1-5]; 4.62 [YR.6-10]; 5.24 [YR.11-15]; 5.85 [YR.16+]; 6.15 [Neg.]
14	4 hours biweekly
15	N/A
16	Varies by length of service and whether exempt or non exempt. 0.0462 up to 0.0962
17	4
18	4.0
19	3.08, 3.7, 4.62,6.16
20	3.08 hours years 1-3
21	3.08 up to 3 years;3.70 after 3 years;4.62 after 9 years;6.15 after 14 years
22	varies, 3.46-6.54 hours, increases 0.22 hours for each year of service
23	varies by yrs of service
24	Civilian: 8 hours/month (1-4 years of service), 10 hours/month (5-9 years of service), 12 hours/month (10-14 years of service), 13.33 hours/month (15 or more years of service) Sworn: 9.33 hours/month (1-4 years of service), 10.66 hours/month (5-9 years of service), 12.66 hours/month (10-14 years of service), 14.66 hours/month (15 or more years of service)
25	N/A
26	4
27	3.08-4.62-6.16 per pay period depending on yrs of svc
28	3.62, 4.308, 5.231, 6.769, 7.693/Bi-Weekly depending on years of service
29	3.08 < 3 years; 4.62 >3 -10 years; 6.15 11-20 years; 7.69 >20 years
30	N/A
31	0
32	none
33	vacation is put on in January (balance for the year)
#	PTO
1	N/A
2	0
3	NA
4	n/a
5	N/A
6	NA
7	one week deposited on service date, then remainder accrued biweekly
8	depends on tenure - see question 59
9	10-19 hours/month, dependent on years of service
10	18.0 each July 1, must be used by June 30-use or lose
11	n/a
12	varies by yrs of service
13	N/A
14	after 1 year of service a lump sum of 80 hours is given to all employees plus: 4 hrs per pay period (ppp) 1-4 yrs, 5 hrs ppp 5-9 yrs, 6 hrs ppp 10-14 years, 7 hrs ppp 15-19 years, 8 hrs ppp 20+ yrs

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15	n/a
16	.0538 per hour worked
17	From:5.54 to 6.93 depending on years of service
18	Varies on length with company
19	varies
20	5 HOURS PER TWO WEEKS
21	N/A
22	4.62
#	OTHER
1	0
2	Personal Leave: Less that 6 mo: 40, Less that 24 mo: 60, 24+ mo: 80
3	n/a
4	haven't gotten to #74 yet
5	Part-time employees accrue up to half on a pro rata basis
6	NA
7	Caregiver leave when approved (up to 80 hours); hospital leave when approved (up to 160 hours). .
8	Difficult Question - The accrual amount varies depending on years of service.
9	3 floating holidays a year
10	n/a
11	0

Q82 If applicable, what are the buy-out levels for each of the following areas of leave? (Answer all that are applicable; please note any maximum caps or thresholds)

Answered: 26 Skipped: 28

ANSWER CHOICES	RESPONSES	
Sick leave (\$ amount)	30.77%	8
Sick leave (percentage)	80.77%	21
Vacation (\$ amount)	38.46%	10
Vacation (percentage)	76.92%	20
Holiday (\$ amount)	26.92%	7
Holiday (percentage)	53.85%	14
Combination (\$ amount)	23.08%	6
Combination (percentage)	30.77%	8
Compensatory time (\$ amount)	26.92%	7
Compensatory time (percentage)	69.23%	18

#	SICK LEAVE (\$ AMOUNT)
1	N/A
2	600 hours
3	paid and with no limit only if hired before 10/01/86
4	x
5	n/a
6	Varies
7	na
8	0

#	SICK LEAVE (PERCENTAGE)
1	25%
2	100%
3	100% prior to 2011, 50% after
4	Up to 25% of unused sick leave most recently accrued in calendar year.
5	Varies by employee type and length of service. 50% subject to maximum caps
6	20
7	50%
8	n/a
9	25% after 20 years 33%
10	100
11	50% up to a max of 480 hours
12	50% for any unused sick leave above max carryover (480 hours), converts to Vacation time or Retirement Health Savings
13	25% only upon retirement
14	100% at the rate when we discontinued sick leave
15	24 hours
16	10-25% at retirement based upon years of service
17	50% of accrued hours if employed prior to January 1, 2103; 0 if hired after 1/1/2013
18	50%
19	25% to 50% years of service

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20	na
21	0
#	VACATION (\$ AMOUNT)
1	N/A
2	EE Balance
3	Up to 240 hours
4	Unused vacation leave is paid out upon termination of employment.
5	n/a
6	n/a
7	N/A
8	0
9	na
10	0
#	VACATION (PERCENTAGE)
1	100%
2	100%
3	N/A
4	100%
5	320 hours
6	100%
7	100
8	100%
9	n/a
10	100%
11	100
12	100%
13	100
14	N/A
15	0
16	100%
17	50% to 100% years of service
18	na
19	0
20	unused balance
#	HOLIDAY (\$ AMOUNT)
1	0
2	N/A
3	n/a
4	0
5	0
6	NA
7	0
#	HOLIDAY (PERCENTAGE)
1	0%
2	100%
3	N/A
4	100%
5	100%

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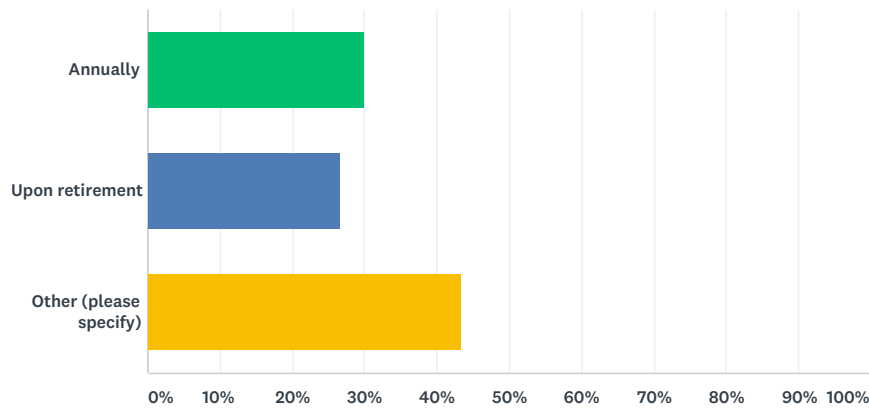
6	n/a
7	0
8	0
9	100
10	100% for past holidays 0% for future holidays
11	0
12	100%
13	NA
14	0
#	COMBINATION (\$ AMOUNT)
1	0
2	n/a
3	0
4	0
5	NA
6	0
#	COMBINATION (PERCENTAGE)
1	0
2	100%
3	n/a
4	0
5	100%
6	0
7	NA
8	0
#	COMPENSATORY TIME (\$ AMOUNT)
1	0
2	Unused compensatory time is paid out upon termination of employment.
3	n/a
4	n/a
5	0
6	na
7	0
#	COMPENSATORY TIME (PERCENTAGE)
1	0
2	100%
3	100%
4	100
5	100%
6	100
7	100%
8	n/a
9	100%
10	100
11	100%
12	1x /year in October can cash out 100% of unused Comp time
13	100%
14	0
15	10%

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16	na
17	100%
18	unused balance

Q83 If applicable, is the buy-out option offered annually or only upon retirement?

Answered: 30 Skipped: 24



ANSWER CHOICES	RESPONSES
Annually	30.00% 9
Upon retirement	26.67% 8
Other (please specify)	43.33% 13
TOTAL	30

#	OTHER (PLEASE SPECIFY)
1	Personal Leave buyout available annually.
2	N/A
3	upon retirement or separation from employment
4	Sick Leave Incentive-Annually; Vacation&CompTime-Upon Termination
5	Upon retirement or voluntary separation 100% for vacation up to the maximum accumulation of 456.4 hours and 50% of sick up to a maximum of 480 hours to pay out
6	Sick Leave - annual, others at termination/retirement
7	n/a
8	Retirement for vacation; Some sick yearly at 25%
9	annually 2 weeks, other amounts upon termination
10	Sick leave conversion 1/3 of over 120 hrs annually
11	Annually for anyone with over 20 years of service. Max of 40 hours per year.
12	N/A
13	n/a

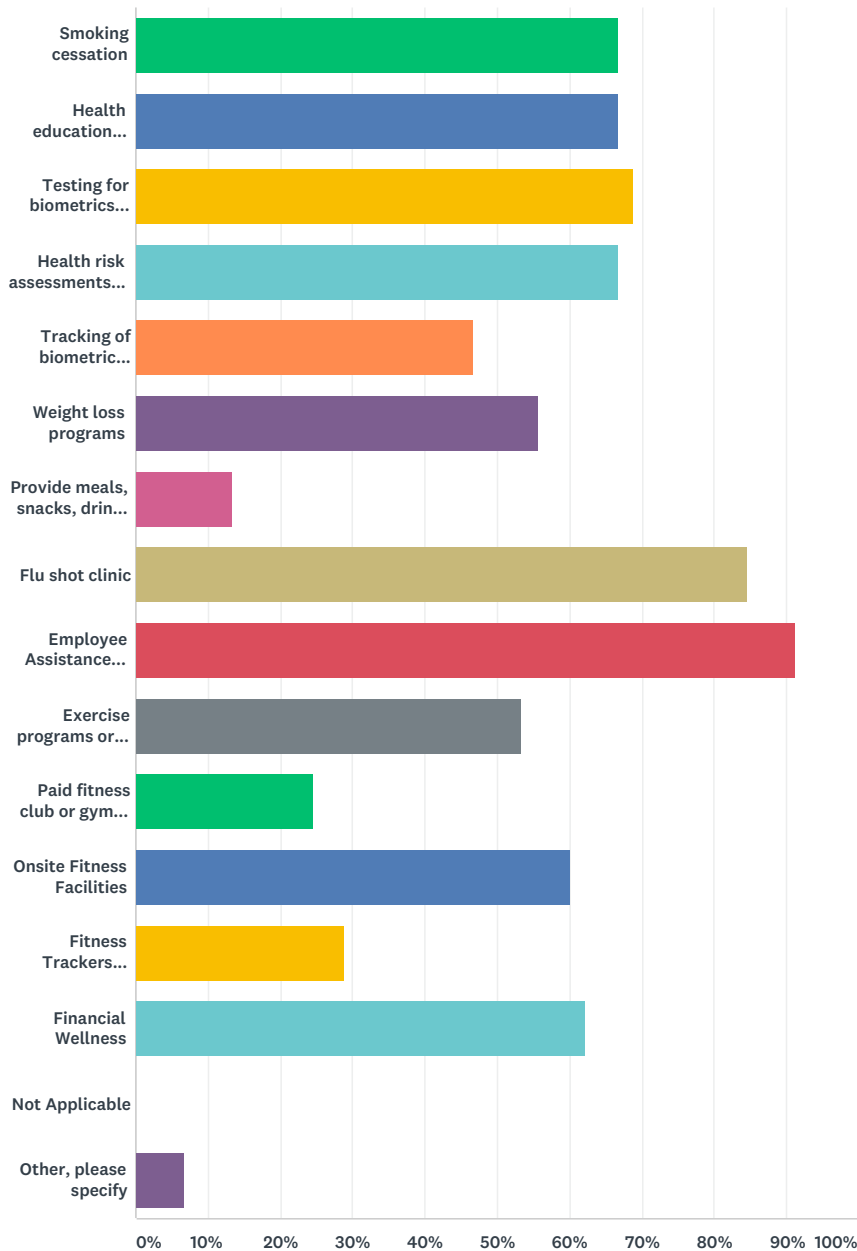
Q85 If your organization does contribute to post–employment HRA accounts for employees, what is the annual contribution (in dollars)?

Answered: 12 Skipped: 42

#	RESPONSES
1	n/a
2	N/A
3	Non represented: \$24.30 biweekly, AFSCME: \$32.08, Fire: \$23.08, Police: \$24.30
4	1 K - 10 K depending on the EE
5	one time only contribution of \$10,000 if 1,000 hours sick leave are accrued
6	HRA contributions only for retirees who enroll in CDHP Plan
7	x
8	After 5 years of service - \$530.40, after 10 years - 634.40, after 15 years - \$738.40
9	N/A
10	n/a
11	Varies per employee
12	n/a

Q86 What type of wellness initiatives are offered at your organization? (Select all that apply)

Answered: 45 Skipped: 9



ANSWER CHOICES	RESPONSES	
Smoking cessation	66.67%	30
Health education courses	66.67%	30
Testing for biometrics (height, weight, blood pressure, cholesterol)	68.89%	31
Health risk assessments (health history questionnaire)	66.67%	30
Tracking of biometric improvement	46.67%	21
Weight loss programs	55.56%	25
Provide meals, snacks, drinks in an on-site lunchroom or cafeteria at no/low cost	13.33%	6

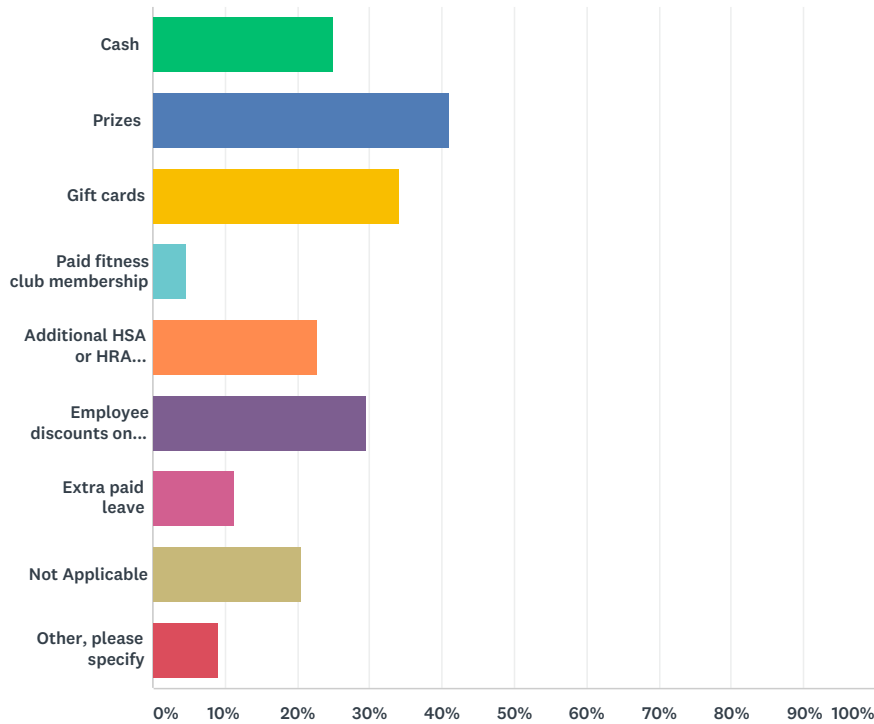
Salt Lake City Benefit Study—2019

Flu shot clinic	84.44%	38
Employee Assistance Program (EAP)	91.11%	41
Exercise programs or competitions that track results	53.33%	24
Paid fitness club or gym membership	24.44%	11
Onsite Fitness Facilities	60.00%	27
Fitness Trackers (Fitbit, Apple Watch, Garmin, etc.)	28.89%	13
Financial Wellness	62.22%	28
Not Applicable	0.00%	0
Other, please specify	6.67%	3
Total Respondents: 45		

#	OTHER, PLEASE SPECIFY	
1	Fitness Equipment for Employee Use [Coming Soon]	
2	PEHP has Healthy Utah and a wide variety of programs to target individual employee health needs.	
3	ofered through health plan	

Q87 If your organization offers financial incentives for participation in wellness initiatives, what types of incentives are offered? (Select all that apply)

Answered: 44 Skipped: 10



ANSWER CHOICES	RESPONSES	
Cash	25.00%	11
Prizes	40.91%	18
Gift cards	34.09%	15
Paid fitness club membership	4.55%	2
Additional HSA or HRA contributions	22.73%	10
Employee discounts on insurance premiums	29.55%	13
Extra paid leave	11.36%	5
Not Applicable	20.45%	9
Other, please specify	9.09%	4
Total Respondents: 44		

#	OTHER, PLEASE SPECIFY
1	Our medical provider includes wellness programs, resources, rebates, etc.
2	Points which are added to our recognition program
3	Lower co-pay costs in the medical insurance plan
4	PEHP gives rebates.

Q89 If your organization does have a program/pay for those in the military, what is it?

Answered: 21 Skipped: 33

#	RESPONSES
1	standard FMLA for eligible employees
2	We pay up to 123 hours for our sworn employees on Military leave
3	Military leave - paid 15 days per year for training. Job reinstatement after active duty
4	N/A
5	paid military leave of 15 days per fiscal year
6	x
7	military differential pay for active duty service exceeding 179 days
8	Supplement military pay with regular pay, and buy their retirement contribution.
9	Full pay if in a war (hot) zone. 24 days of military leave
10	Military Leave
11	State Law requires payment of 168 hours of military leave per calendar year for active members of state and US reserves for training or active duty
12	15 days
13	N/A
14	An employee on official military orders in entitled to paid military, which shall not exceed 80 hours per calendar year to complete military duty. Unused PML may not be carried over year to year.
15	up to 15 paid days off for short-term military leave (annual training)
16	120 hours of pay
17	110 Hours of paid military leave per year plus full retirement contributions while on active duty.
18	120 hours of paid leave when called to military svc
19	Regular wages paid for annual training for reserve members. None for full-time active duty military personnel.
20	12 PAID DAYS PER YEAR
21	15 days with pay per year (not including any vacation or other leave time)

Q97 Please complete the table for the most popular dental plan offered (Single):

Answered: 41 Skipped: 13

ANSWER CHOICES	RESPONSES	
Premium percentage paid by employer:	100.00%	41
Employer's share in dollars (monthly dollar amount):	90.24%	37
Premium percentage paid by employee:	95.12%	39
Employee's share in dollars (monthly dollar amount):	90.24%	37

#	PREMIUM PERCENTAGE PAID BY EMPLOYER:	
1	80%	
2	70	
3	88	
4	80	
5	92	
6	0%	
7	0	
8	44.6	
9	100	
10	x	
11	75%	
12	100	
13	80%	
14	100%	
15	80	
16	39	
17	64	
18	66%	
19	80	
20	78	
21	100%	
22	80%	
23	85%	
24	90	
25	69%	
26	100	
27	100%	
28	80	
29	80	
30	80%	
31	85	
32	85-90-95	
33	85%	
34	0%	
35	100%	
36	80	

Salt Lake City Benefit Study—2019

37	100
38	100
39	73
40	66%
41	50%
#	EMPLOYER'S SHARE IN DOLLARS (MONTHLY DOLLAR AMOUNT):
1	\$45.60
2	34
3	49.44
4	37.94
5	64.24
6	\$0
7	0
8	19.26
9	22.27
10	36
11	44.80
12	36
13	15.2
14	25.24
15	\$28.57
16	25.75
17	21
18	\$45.00
19	23.43
20	43.84
21	29.85
22	\$28.15
23	35
24	\$37.60
25	46
26	33.04
27	\$43.92
28	54.34
29	23.28-24.66-26.02
30	40.31
31	\$0
32	26.74
33	41.47
34	32
35	38
36	\$11
37	\$13.67
#	PREMIUM PERCENTAGE PAID BY EMPLOYEE:
1	20%
2	30
3	12
4	20
5	8

Salt Lake City Benefit Study—2019

6	100%
7	100%
8	55.4
9	0
10	25%
11	0
12	20%
13	0
14	20
15	61
16	36
17	34%
18	20
19	12
20	0%
21	18.74
22	15%
23	10
24	31%
25	0
26	0%
27	20
28	20
29	20%
30	15
31	15-10-5
32	15%
33	100%
34	0
35	20
36	0
37	27
38	34%
39	50%
#	EMPLOYEE'S SHARE IN DOLLARS (MONTHLY DOLLAR AMOUNT):
1	\$11.40
2	14
3	6.74
4	9.48
5	5.59
6	\$38.55
7	10.200 EE, 20.98 EE+1, 30.53 EE+Family
8	23.90
9	0
10	5
11	11.20
12	9
13	23.4
14	13.24

Salt Lake City Benefit Study—2019

15	\$16.57
16	5.19
17	6
18	\$0
19	4.69
20	8.00
21	3.32
22	\$12.43
23	0
24	\$0.00
25	11
26	8.26
27	\$10.98
28	6.04
29	4.12-2.74-1.38
30	7.11
31	\$34.67
32	0
33	10.37
34	0
35	13
36	\$5
37	\$1367

Q98 Please complete the table for the most popular dental plan offered (Two-Party):

Answered: 39 Skipped: 15

ANSWER CHOICES	RESPONSES	
Premium percentage paid by employer:	97.44%	38
Employer's share in dollars (monthly dollar amount):	89.74%	35
Premium percentage paid by employee:	89.74%	35
Employee's share in dollars (monthly dollar amount):	89.74%	35

#	PREMIUM PERCENTAGE PAID BY EMPLOYER:	
1	80%	
2	40	
3	83	
4	80	
5	92	
6	0%	
7	N/A	
8	44.6	
9	60	
10	x	
11	45%	
12	0	
13	80%	
14	80	
15	39	
16	58	
17	NA	
18	80	
19	78	
20	100%	
21	80%	
22	83%	
23	90	
24	70%	
25	100	
26	76%	
27	80	
28	80	
29	80%	
30	85	
31	85-90-95	
32	85%	
33	0%	
34	100%	
35	80	
36	100	

Salt Lake City Benefit Study—2019

37	74
38	55%
#	EMPLOYER'S SHARE IN DOLLARS (MONTHLY DOLLAR AMOUNT):
1	\$58.40
2	44
3	86.92
4	51.89
5	127.28
6	\$0
7	42.44
8	30.22
9	42
10	61.25
11	66.36
12	28.15
13	51.07
14	NA
15	47.82
16	43
17	\$142.00
18	32.04
19	58.90
20	59.68
21	\$50.47
22	68
23	\$60.98
24	58
25	66.54
26	\$55.68
27	71.05
28	49.30-52.20-55.10
29	55.13
30	\$0
31	53.08
32	56.72
33	64
34	\$17
35	\$13.67
#	PREMIUM PERCENTAGE PAID BY EMPLOYEE:
1	20%
2	60
3	17
4	20
5	8
6	100%
7	55.4
8	40
9	55%
10	100

Salt Lake City Benefit Study—2019

11	20%
12	20
13	61
14	42
15	NA
16	20
17	22
18	0%
19	25.63
20	17%
21	10
22	30%
23	0
24	24%
25	20
26	20
27	20%
28	15
29	15-10-5
30	15%
31	100%
32	0
33	20
34	26
35	45%
#	EMPLOYEE'S SHARE IN DOLLARS (MONTHLY DOLLAR AMOUNT):
1	\$14.60
2	66
3	17.30
4	12.97
5	11.07
6	\$77.83
7	52.66
8	25.23
9	48
10	15.31
11	16.59
12	43.55
13	14.34
14	NA
15	9.60
16	12
17	\$0
18	6.41
19	12.00
20	6.63
21	\$20.98
22	0
23	\$19.12

Salt Lake City Benefit Study—2019

24	15
25	16.64
26	\$13.92
27	7.89
28	8.70-5.80-2.90
29	9.73
30	93.89
31	0
32	14.18
33	23
34	\$14
35	\$64.91

Q99 Please complete the table for the most popular dental plan offered (Family):

Answered: 41 Skipped: 13

ANSWER CHOICES	RESPONSES	
Premium percentage paid by employer:	97.56%	40
Employer's share in dollars (monthly dollar amount):	87.80%	36
Premium percentage paid by employee:	87.80%	36
Employee's share in dollars (monthly dollar amount):	87.80%	36

#	PREMIUM PERCENTAGE PAID BY EMPLOYER:	
1	80%	
2	44	
3	81	
4	80	
5	92	
6	0%	
7	N/A	
8	44.5	
9	60	
10	x	
11	40%	
12	0	
13	80%	
14	100	
15	80	
16	39	
17	56	
18	56%	
19	80	
20	79	
21	100%	
22	80%	
23	85%	
24	90	
25	65%	
26	100	
27	70%	
28	80	
29	80	
30	80%	
31	85	
32	85-90-95	
33	85%	
34	0%	
35	50%	
36	80	

Salt Lake City Benefit Study—2019

37	100
38	74
39	73
40	55%
#	EMPLOYER'S SHARE IN DOLLARS (MONTHLY DOLLAR AMOUNT):
1	\$88
2	44
3	143.18
4	78.54
5	198.47
6	\$0
7	58.82
8	30.22
9	45
10	92.72
11	112.56
12	43.25
13	79.16
14	\$56.50
15	87.06
16	87
17	\$142.00
18	48.50
19	91.32
20	99.98
21	\$76.36
22	112
23	\$80.28
24	84
25	108.23
26	\$81.76
27	103.55
28	82.78-87.66-92.52
29	83.45
30	\$0
31	51.79
32	85.86
33	64
34	91.43
35	\$27
36	\$13.67
#	PREMIUM PERCENTAGE PAID BY EMPLOYEE:
1	20%
2	56
3	19
4	20
5	8
6	100%
7	55.5

Salt Lake City Benefit Study—2019

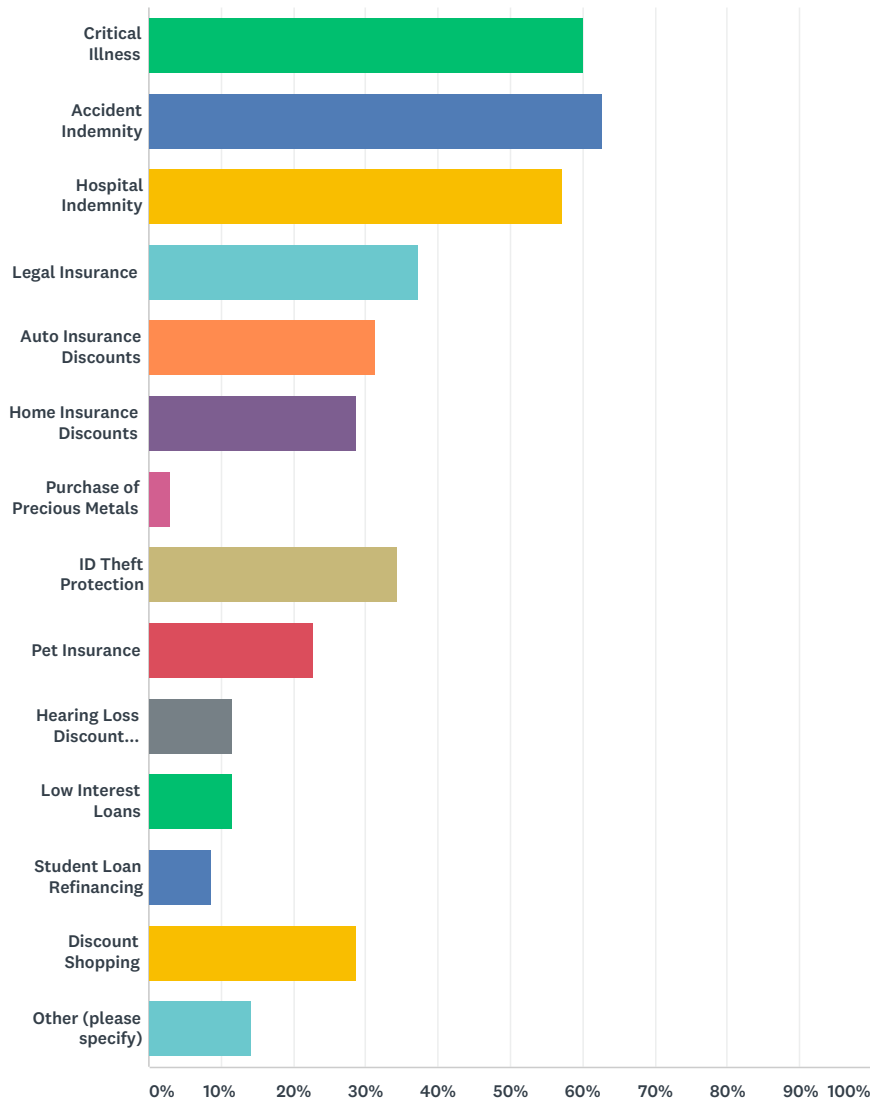
8	40
9	60%
10	100
11	20%
12	20
13	61
14	44
15	44%
16	20
17	21
18	0%
19	38.80
20	15%
21	10
22	35%
23	0
24	30%
25	20
26	20
27	20%
28	15
29	15-10-5
30	15%
31	100%
32	50%
33	20
34	26
35	27
36	45%
#	EMPLOYEE'S SHARE IN DOLLARS (MONTHLY DOLLAR AMOUNT):
1	\$22
2	56
3	33.18
4	19.64
5	17.26
6	\$101.70
7	73.46
8	25.23
9	77
10	23.18
11	28.14
12	66.95
13	61.66
14	\$44.34
15	17.52
16	23
17	\$0
18	9.70
19	16.00

Salt Lake City Benefit Study—2019

20	11.11
21	\$39.76
22	0
23	\$34.92
24	21
25	27.06
26	\$20.44
27	11.50
28	14.62-9.74-4.88
29	14.73
30	132.35
31	51.79
32	21.46
33	23
34	34.67
35	\$22
36	\$64.91

Q100 Which of the following does your organization offer? (Check all that apply.)

Answered: 35 Skipped: 19



ANSWER CHOICES	RESPONSES	
Critical Illness	60.00%	21
Accident Indemnity	62.86%	22
Hospital Indemnity	57.14%	20
Legal Insurance	37.14%	13
Auto Insurance Discounts	31.43%	11
Home Insurance Discounts	28.57%	10
Purchase of Precious Metals	2.86%	1
ID Theft Protection	34.29%	12
Pet Insurance	22.86%	8
Hearing Loss Discount Program	11.43%	4
Low Interest Loans	11.43%	4

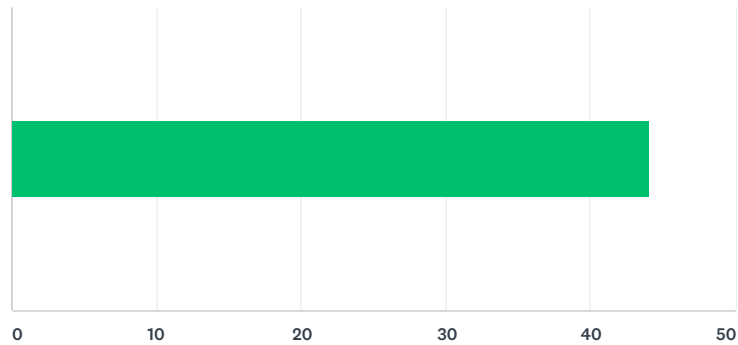
Salt Lake City Benefit Study—2019

Student Loan Refinancing	8.57%	3
Discount Shopping	28.57%	10
Other (please specify)	14.29%	5
Total Respondents: 35		

#	OTHER (PLEASE SPECIFY)	
1	Dicount Program is offered to all employees	
2	Various EAP discounts and Government Employee Discounts	
3	Discount cell phone	
4	We offer some of these through a third party and its all voluntary and it is 100% paid by the employee.	
5	\$350 Weekly Accident Indemnity with PEHP-paid by SJC	

Q101 What percentage of your population is enrolled in one or more of these products?

Answered: 33 Skipped: 21



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	44	1,453	33
Total Respondents: 33			

#	
1	30
2	95
3	25
4	60
5	15
6	60
7	100
8	100
9	54
10	0
11	22
12	99
13	15
14	90
15	6
16	20
17	100
18	11
19	100
20	50
21	60
22	5
23	40
24	18
25	22
26	2
27	10
28	10
29	30

Salt Lake City Benefit Study—2019

30	46
31	94
32	30
33	34

Q103 If your organization does offer hiring bonuses, how much is offered?

Answered: 13 Skipped: 41

#	RESPONSES
1	n/a
2	Varies on position
3	N/A
4	500 for certain positions
5	x
6	differs by situation
7	Depends on position
8	NA
9	N/A
10	\$400 for a Custodian
11	n/a
12	Varies
13	\$1000

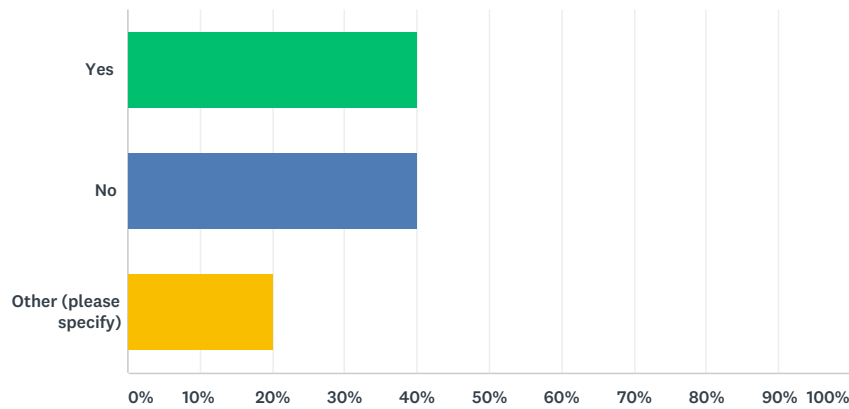
Q104 If your organization does offer hiring bonuses, how and when is the bonus paid?

Answered: 13 Skipped: 41

#	RESPONSES
1	n/a
2	Varies. Depending on position
3	N/A
4	upon graduation of the EE
5	x
6	within 5 days of employment
7	at hire
8	NA
9	N/A
10	Half at hire, the other half after 6 months
11	n/a
12	after 90 days employment
13	IN THEIR FIRST CHECK

Q105 Are hiring laterals (experience from another organization) credited to employees for previous years of service?

Answered: 40 Skipped: 14



ANSWER CHOICES	RESPONSES	
Yes	40.00%	16
No	40.00%	16
Other (please specify)	20.00%	8
TOTAL		40

#	OTHER (PLEASE SPECIFY)
1	Police only
2	Sometimes, if agreed upon during negotiations of a job offer.
3	Only for Police
4	Mostly no, but can be negotiated
5	Yes for Fire/Police. Must show documentation of FT service with other employer. We typically will ask to show their URS statement.
6	Yes, for certain positions
7	Only for pay purposes
8	Yes for Sworn Police Officers Only

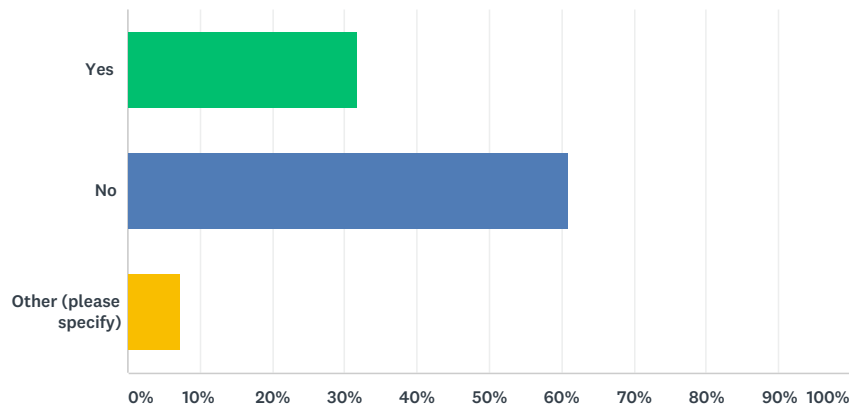
Q106 If such laterals are credited, what is the credit given to employees for previous years of service?

Answered: 23 Skipped: 31

#	RESPONSES
1	Varies on position
2	5 Years for pay only
3	Up to 3 years of vacation and personal leave accrual.
4	x
5	Depends
6	Depends, reviewed on a case by case basis.
7	Upon hire
8	1:1 for direct experience
9	it depends and is up to the hiring manager and department
10	Generally, year for year.
11	credit determines placement in salary range
12	12 years for Fire/Police only.
13	Start at the same vacation accrual. Police will start at their year of service
14	Police: up to 8 years credited. General Employees: negotiable
15	year for year
16	1 for 1 up to 9 years (Public Safety)
17	vacation
18	100%
19	All years of applicable service up to a maximum of 10 years.
20	Year for year
21	Credit to PTO
22	ONE YEAR FOR EACH YEAR
23	increased starting salary based on years of previous service (Fire and Police only)

Q107 Does your organization offer re-hires credit for seniority (time spent within the organization)?

Answered: 41 Skipped: 13



ANSWER CHOICES	RESPONSES	
Yes	31.71%	13
No	60.98%	25
Other (please specify)	7.32%	3
TOTAL		41

#	OTHER (PLEASE SPECIFY)
1	Only for pay purposes
2	Typically no but for hard to fill positions, exceptions have been made.
3	If rehired within 12 months

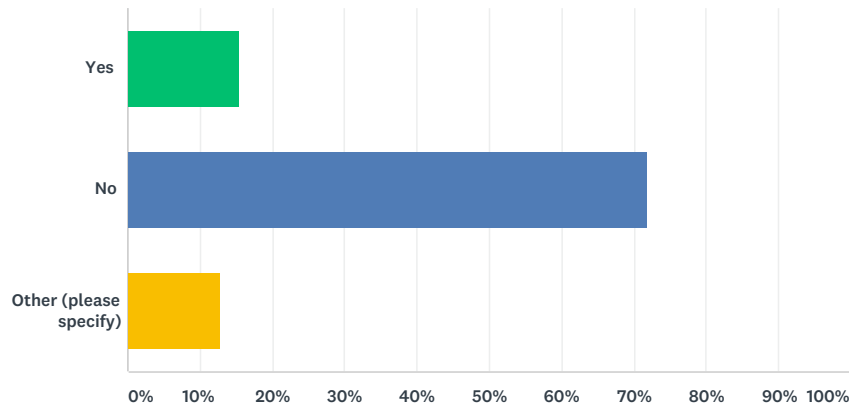
Q108 If re-hires are offered credit for seniority, what is the credit given?

Answered: 18 Skipped: 36

#	RESPONSES
1	Year for year
2	N/A
3	Up to 3 years of vacation and personal leave accrual.
4	Based on adjusted
5	x
6	upon hire only for pay purposes
7	All "regular" (vs. "temporary") prior service is counted
8	full credit if hired within one year
9	NA
10	to determine salary offering and leave accruals
11	Not sure.
12	Acknowledgement of previous work time
13	If it has been less than one year since they left us when they come back, they retain their seniority. If it is more than one year, they don't keep their previous seniority.
14	If hired within a year of leaving, full credit
15	If within 12 months, restored to original hire date for accrual rates
16	Sick Leave accrual
17	100%
18	Year for Year

Q109 Are bonuses offered for employee referrals leading to new hires?

Answered: 39 Skipped: 15



ANSWER CHOICES		RESPONSES	
Yes		15.38%	6
No		71.79%	28
Other (please specify)		12.82%	5
TOTAL			39

#	OTHER (PLEASE SPECIFY)
1	Occaionally, not all positions. Only offered on hard to fill positions
2	Only Police
3	Yes
4	Depends if department has approved each year.
5	FOR POLICE ONLY

Q110 If referral bonuses are offered, what is the dollar value of the bonus?

Answered: 15 Skipped: 39

#	RESPONSES
1	Varies. No set amount.
2	N/A
3	500.00
4	x
5	\$500.00
6	\$250 - \$2000, depending on position
7	Depends on position - the higher in grade, the higher the bonus
8	NA
9	N/A
10	\$25-\$250
11	\$1,000
12	\$500
13	n/a
14	varies
15	\$1000

Q111 If referral bonuses are offered, how is the referral bonus paid to the employee?

Answered: 14 Skipped: 40

#	RESPONSES
1	Varies
2	N/A
3	added on 6 months
4	x
5	Upon the successful completion Police Officer Trainee Program
6	through payroll
7	at 6 months
8	NA
9	N/A
10	Gift card or payroll deposit
11	Upon hire of candidate
12	payroll
13	n/a
14	IN THEIR REGULAR CHECK

Q116 How do you train your peer support team members?

Answered: 12 Skipped: 42

#	RESPONSES
1	We hire someone to do it for us.
2	Members are trained by a Clinical Advisor and their department.
3	Dr. Dupont, out CIS psychiatrist trains each member
4	Third party administrator
5	This is a follow up question for our safety department. HR is not involved.
6	External vendor
7	Idk
8	Professional trained as determined by PD/Fire
9	Professional Counselors train our peer support team
10	Attend external training
11	professional training
12	AS A TEAM AND WE BRING IN PEOPLE FROM OUR EAP

Q118 If you do have a first responder-specific EAP, please detail your plan design.

Answered: 3 Skipped: 51

#	RESPONSES
1	We have contracts with the U of U
2	We offer a pilot program for our Police, Fire and Dispatch departments. They have additional counseling sessions (up to 15 per event per year) and training throughout their department and peer support programs.
3	12+ Visits

Q121 What additional creative benefit practices do you have to help attract and increase employee engagement to retain employees?

Answered: 16 Skipped: 38

#	RESPONSES
1	The county offers a comprehensive benefits package
2	N/A
3	n/a
4	Various challenges and intramural sports to support team building and boost morale
5	Family initiatives, Smart commute benefits (paid time off for sustainable commutes),
6	x
7	Parking
8	We have a great team!
9	Robust employee recognition program Frequent bonuses Family celebrations
10	wellness portal
11	NA
12	Some agencies may have some programs to accomplish this but not the state as a whole.
13	YOS program awards allow employees to choose his/her gifts from Amazon. It's been a big hit.
14	Employee wellness and emergency preparedness purchases through cashing of accrued leave time.
15	Police Officers receive a housing incentive \$10,000 for the purchase of a home inside City limits and \$200 per month towards rent/mortgage inside City limits.
16	none

Additional answers provided by the City:

- Free Financial Planning Sessions
- Employer Paid Transit Pass
- Free Parking
- Discounted GREENbike Annual Pass
- Fitness Reimbursement Program and Altered Work Schedule
- Discounts to Fitness Facilities
- Parental Leave Policy (6 weeks)
- Free Health Coaching Services
- Near Site Mental Health Providers
- Onsite Flu Clinics, Dermatology Screenings and Biometric Screenings
- Employee Annual 5k Event
- Service Awards Program



Administered by NFP

