

# **DHRM COMPENSATION BULLETIN**

## **Compensation for State Employees FY 2010**

**Effective Date:** June 27, 2009

**Reference:** UCA 67-19-12  
UCA 67-22-2  
HJR 29

### **Contents**

- Legislative Language
- General Salary Updates
- Employee Benefits
- HRE and Other Important Information

### **Legislative Language**

HJR 29:

Directs:

- PEHP and DHRM to change the employer premium share for HMO Medical Plans from 98% employer and 2% employee to 95% employer and 5% employee;
- That the high deductible plans to be adjusted proportionately; and
- PEHP and the Executive Director at DHRM to make adjustments to health care benefits for fiscal year 2010 in order to cover remaining health care cost increases.

### **General Salary Updates**

- Cost-of-Living Adjustments  
Cost-of Living Adjustments (COLA's) were not approved for FY2010.
- Market Comparability Adjustments  
Market Comparability Adjustments (MCA's) were not approved for FY2010. No salary ranges will be adjusted.
- Merit Increases  
Merit increases were not approved for FY2010.
- Discretionary Pay  
Discretionary pay was not approved for FY2010.

### **Employee Benefits**

- Employees enrolled in PEHP Preferred Care will have no change to their premium. For FY2010, the rates will not change. The bi-weekly rates are: Single coverage \$62.53; Two-Party coverage \$128.92; Family coverage \$172.10.
- For FY2010, employees enrolled in the Advantage Care or Summit Care Plans will pay 5% of the premium. The rates will change for FY2010. The bi-weekly rates will be: Single coverage \$9.03; Two-party coverage \$18.61; Family coverage \$24.85.

- A High-Deductible Health Plan will now be offered on the Advantage and Summit Care plans. The State pays 100% of the premium for this plan and the benefits will mirror the Preferred Care HDHP benefits.
- New for this year, Preferred Care HDHP will require that employees pay a premium. Employee bi-weekly premiums for FY2010 will be: Single coverage \$44.27; Two-party coverage \$89.10; Family coverage \$95.49
- The High Deductible Health Plan has a deductible of \$1,500 for single coverage and \$3,000 for two-party and family coverage. The State will also make an annual contribution in the employee's behalf to the Health Savings Account of \$1,170 for single enrollees and \$2,340 for two party and family enrollees. Employees can opt to contribute their own money to the HSA as well. Contributions to the HSA will be made each payroll period.
- The pharmacy benefit for all plans, (except the HDHP plans), now have a deductible of \$100 for single coverage and \$200 for two-party and family coverage. .
- The dental plans available to state employees, effective July 1, 2009 are: PEHP Traditional Dental, PEHP Preferred Choice Dental, and ValueCare Dental (administered by Regence Blue Cross/Blue Shield of Utah).
- Rates will increase approximately 9% for ValueCare Dental plans. Employee bi-weekly premiums in FY2010 will be: Single coverage \$0.00; Two-party coverage \$8.02; Family coverage \$11.32.
- Employee bi-weekly premiums for PEHP Traditional Dental in FY2010 will not change: Single coverage \$6.45; Two-party coverage \$8.42; Family coverage \$12.06.
- Employee bi-weekly premiums for PEHP Preferred Choice Dental in FY2010 will not change: Single coverage \$1.06; Two-party coverage \$1.35; Family coverage \$1.95.

### **HRE and Other Important Information**

- The HRE system will go down at 5:00 p.m. on June 30, 2009, to run Mass Changes. The system will be operational again on July 1st, 2009, at 7:00 a.m.
- After July 17th, 2009 at 6:00 p.m., no salary and assignment actions will be allowed with an effective date before June 27th, 2009.
- Individual HR field offices are responsible to manually enter longevity increases into HRE prior to June 26<sup>th</sup>, 2009. This will require that field offices run a report and enter performance evaluations into HRE for all employees affected by a longevity increase.
- The annual practice of completing and entering evaluations into the HRE system should continue even without the approval of a general salary adjustment for FY10.