



FY 2024 Total Compensation Legislative and Benefit Summary

Salary Updates Effective June 24, 2023 *(unless otherwise specified)*

Links to Bills: To read full legislation please click the colored text

HB 8 State Agency and Higher Education Compensation Appropriations

The legislature provided funding equivalent to a 5% labor market increase for state employees and other compensation adjustments as authorized.

Labor Market Increase

- The 5% labor market increase will be administered as an across-the-board increase to employees who are in an approved schedule code.
- Eligible employees who are at the maximum of the salary range or above the maximum of the range will also receive the 5%.
- Salary ranges will increase by 5% for eligible jobs.

Other Compensation Adjustments

- Other compensation adjustments will be administered as targeted and/or discretionary funding for agencies. Targeted funding details will be available after they are reviewed and approved by agency executive leadership and GOPB.

Retirement Updates

HB 377CR1 Prison Healthcare Services Retirement (5/3/23)

- Provides the circumstances under which an employee who was employed by the Department of Corrections and now is an employee of the Department of Health and Human Services, shall continue to earn public safety service credit in the public safety retirement systems.

SJR 5 Budgeting Changes to State Retirement Contributions (5/3/23)

- This resolution directs the Executive Appropriations Committee to set aside any savings from each reduction in the amortization rate and, when the total set aside money reaches specified threshold, include the amount in the base budget as an increase to benefitted state employee salaries.



SB 89 Utah Retirement Amendments (7/1/23)

- Requires an employer to automatically enroll a newly hired benefit-eligible state employee to make a biweekly contribution to a Utah Retirement Systems 401(k) retirement savings account in an amount equal to the amount that is eligible for an employer match. Allows an employee to modify the automatic enrollment by opting out, changing the amount of contributions, or changing the Utah Retirement Services retirement savings account into which the contribution is made.

Medical, Dental, and Vision Insurance Updates (updated as of 3/13/23)

If you have other medical and/or dental coverage, you may elect to receive CASH in lieu of coverage. Log into your PEHP account to select this option.

Medical Bi-Weekly Premiums			
STAR: Summit & Advantage			
	FY 2024	FY 2023	Change
Single	\$5.49	\$5.09	\$0.40
Double	\$11.34	\$10.51	\$0.83
Family	\$15.56	\$14.45	\$1.11
Traditional: Summit & Advantage			
	FY 2024	FY 2023	Change
Single	\$27.84	\$26.03	\$1.81
Double	\$57.39	\$53.66	\$3.73
Family	\$76.62	\$71.64	\$4.98
Consumer Plus: Summit/Advantage			
	FY 2024	FY 2023	Change
Single	\$0.00	\$0.00	\$0.00



Double	\$0.00	\$0.00	\$0.00
Family	\$0.00	\$0.00	\$0.00
Dental Bi-weekly Premiums			
Traditional			
	FY 2024	FY 2023	Change
Single	\$2.44	\$2.41	\$0.03
Double	\$4.50	\$4.46	\$0.04
Family	\$8.23	\$8.16	\$0.07
Preferred Choice			
Single	\$1.35	\$1.33	\$0.02
Double	\$2.50	\$2.47	\$0.03
Family	\$4.56	\$4.52	\$0.04
Basic HSA Dental			
Single	\$0.00	\$0.00	---
Double	\$0.00	\$0.00	---
Family	\$0.00	\$0.00	---
Discount HSA Dental			
Single	\$0.00	\$0.00	---
Double	\$0.00	\$0.00	---
Family	\$0.00	\$0.00	---
EMI **New vendor this year			
Single	\$9.82	N/A	---
Double	\$16.30	N/A	---
Family	\$27.97	N/A	---
Vision Bi-weekly Premiums			
EyeMed - Full Vision Plan			
	FY 2024	FY 2023	Change
Single	\$3.46	\$3.40	\$0.06



Double	\$5.56	\$5.50	\$0.06
Family	\$7.64	\$7.58	\$0.06
EyeMed - Eyewear ONLY Plan			
Single	\$3.01	\$2.95	\$0.06
Double	\$4.69	\$4.63	\$0.06
Family	\$6.37	\$6.31	\$0.06
OptiCare - Full Vision Plan			
Single	\$3.82	\$4.00	-\$0.18
Double	\$5.72	\$6.17	-\$0.45
Family	\$8.15	\$8.81	-\$0.66
OptiCare - Eyewear ONLY Plan			
Single	\$2.97	\$3.13	-\$0.16
Double	\$4.37	\$4.64	-\$0.27
Family	\$5.90	\$6.48	-\$0.58

Health Savings Account (HSA) Employer Contribution

Bi-Annual State HSA Contribution	
STAR	Consumer Plus
Single \$454.61	Single \$912.34
Double \$913.38	Double \$1824.81
Family \$959.27	Family \$1824.81

- Employees may choose to receive an HSA contribution or **CASH** as follows:
 - Up to one half of the state’s HSA contribution on the STAR Plan
 - Up to 100% of the state’s HSA contribution on the Consumer Plus plan
 - The first half of the HSA contribution will be distributed by the end of July 2023 and the second half by the end of January 2024
- Maximum contribution limits for 2023: \$3,850 (single), \$7,750 (double/family)



Health Reimbursement Arrangement (HRA)

- STAR or Consumer Plus plan members who are ineligible for an HSA may choose an HRA, which will be distributed in the same manner as the HSA
 - An HRA is NOT eligible for the cash conversion

Medical Flexible Spending Account (FSA)

- Maximum contribution for 2023 is \$3,050
 - Maximum rollover amount \$610

Dependent Care Flexible Spending Account (FSA)

- \$5,000 a year for individuals and married couples filing jointly, \$2,500 for a married person filing separately.

HB 8 State Agency and Higher Education Compensation Appropriations (7/1/23)

- Funds the state's portion of the 7.2% medical insurance premium increase
- Funds a 0.9% increase in dental insurance premiums
- Provides funding for an up-to \$26 per pay period match for qualifying state employees

HB 59 First Responder Mental Health Amendment (3/1/23)

- Requires the addition of spouses of retired first responders to the list of those who qualify for mental health services and also provides that mental health services shall be provided on a regular and continuing basis.

HB 105 Public Employee Disability Amendments (7/1/23)

- Establishes a three-year pilot period during which an eligible employee with a mental objective medical impairment qualifies for the same disability benefit as the eligible employee would receive for a physical objective medical impairment;
- Creates review and compliance requirements for an individual receiving a disability benefit.
- Makes technical and corresponding changes.

SB 22S02 State Employee Benefit Amendments (7/1/23)

- Creation of the State Employee Benefits Advisory Commission
- Details the commission's membership, quorum requirements, duties, and other requirements
- Establishes reporting requirements for the commission and provides a sunset date for the commission



HB 415 Maternal Coverage Amendments (7/1/23)

- Pilot program ending on 7/1/2027
- Provides coverage for pregnancy and childbirth services by the Public Employees Benefit and Insurance Program including
 - Doula services
 - Services by a licensed direct-entry midwife
 - Services as a free standing birthing center

HJR 8 Joint Resolution for Fertility Preservation (7/1/23)

- This resolution directs the Public Employees' Benefit and Insurance Program (PEHP) to provide fertility preservation coverage.

Bills of Interest - Not Passed

HB412	<u>State Employment Revisions</u>
HB 104	<u>Modifications to Public Safety Retirement</u>
HB 125	<u>Postretirement Reemployment Amendments</u>
HB 126	<u>Postretirement Reemployment Modifications</u>

Questions regarding the content of this legislative summary can be directed to your Agency Human Resource team.