



Policy Purpose

This policy establishes an employee driven Benefits Committee responsible for providing the mayor with recommendations regarding benefit changes or enhancements that are competitive and affordable for employees, the city and the taxpayers of Salt Lake City.

I. General

The city and its employees will collaborate in reviewing and evaluating the benefits provided by the city.

Benefits include:

- a. Core plan of benefits such as medical, dental, basic life insurance and accidental death & dismemberment insurance.
- b. Additional employee, spouse and dependent life and accident benefits
- c. A large variety of voluntary benefits
- d. Retirement plan options
- e. Tuition reimbursement
- f. Employee assistance program
- g. Other benefits identified by the mayor or the Benefits Committee.

II. Benefits Committee

- a. The benefits committee shall consist of:
 - i. One employee selected by and representing each of the city's certified bargaining units (AFSCME, Salt Lake City Firefighters Local 81, and Salt Lake Police Association)
 - ii. The finance director representing the appointed employees
 - iii. Four employees designated by the mayor to represent each of the following non-represented groups: 300 Series (paraprofessional), 600 Series (professional), 800 Series (police professional), and 900 Series (fire professional)
- b. Each Benefits Committee member shall be a voting member of the Benefits Committee
- c. The Benefits Committee shall be supported by the following non-voting members:
 - iv. Human resource program manager who will provide administrative support and meeting facilitation
 - v. An attorney from the city attorney's office
 - vi. Budget director
 - vii. Human resources director
 - viii. A city council employee designated by the city council

III. Benefits Committee Responsibilities

- a. The role of the committee is to review, develop and recommend to the mayor a comprehensive benefits package that meets the strategic goals of the city, is integrated with employee wages, and is based on the city's and the employee's financial ability to pay for such benefits.
- b. The committee is encouraged to become knowledgeable in benefit "best practices" and to understand the legal and policy framework for employee benefits.

IV. Committee Support



Policy 3.03.01: Benefits Committee

- a. The human resources director and the budget director will provide the committee information and communicate the city's strategic plan, budget context and other information relevant to the committee's work.
- b. The attorney from the city attorney's office shall provide legal guidance, as appropriate.