

### Executive Summary

This report provides a comprehensive analysis of Weber County's benefits compared to those offered by peer organizations. The focus areas include pay plans, paid time off, health benefits, and retirement benefits. Baker Tilly requested data from the twenty (20) peer organizations below and information for the benefits portion of the survey was obtained from seventeen (17) peers.

- Ada County, ID
- Adams County, CO
- Arapahoe County, CO\*
- Boulder County, CO
- Box Elder County, UT
- Cache County, UT
- Davis County, UT
- Layton City, UT\*
- North Ogden City, UT
- Ogden City, UT
- Roy City, UT\*
- Salt Lake City, UT
- Salt Lake County, UT
- State of Utah
- Summit County, UT
- Tooele County, UT
- Utah County, UT
- Wasatch County, UT
- Washington County, UT
- West Valley City, UT

*\* Non-participating organizations*

### Pay Plan Design

- Fifteen peers have adopted a formal pay plan, and nine peers use multiple pay plans.
- Four peers utilize grades and steps. Five peers utilize grades, no steps (minimum and maximum only).
- Sixteen peers' average number of annual paid holidays is 12.97 days, which is slightly less than Weber's 13 annual holidays – these are not inclusive of any floating holidays.
- Seven peers' provide an average of 1 paid floating holiday annually.
- Thirteen peers utilize a vacation-sick PTO model.

### Health Benefits

- Fourteen peers have a Preferred Provider Organization (PPO) health plan.
- Thirteen peers have a High-Deductible Health Plan (HDHP).

### Other Benefits

- Eight responding peers provide Tuition Assistance/Reimbursement.
- Six responding peers provide Collateral/Special Assignment Pay (Public Safety).
- Eight responding peers provide special skills pay (e.g., bilingual pay)
- Eight responding peers provide a referral or recruitment bonus.

## Pay Plan Design

### Organizations using an adopted pay plan

<u>Number of Responses</u>	<u>Responses</u>
15	All Yes
<i>Weber also uses adopted pay plans</i>	

### Year current pay plan was adopted

<u>Number of Responses</u>	<u>Responses</u>
11	2024 (8), 2023 (2), 2018 or before (1)

### Organizations using single or multiple pay plans

<u>Number of Responses</u>	<u>Responses</u>
14	Single (4), Multiple (9), Other (1)
<i>Weber uses a single pay plan for all employee classes</i>	

### Type of system for the pay plan

<u>Number of Responses</u>	<u>Responses</u>
13	Grade and Step (4), Grades, No Steps (min and max only) (5), Other (4)
<i>Weber uses Grades, No Steps (min and max only)</i>	

### Peer Pay Plan Design

All fifteen responding organizations, including the **Weber County**, use an adopted pay plan, indicating a uniform approach to structured compensation systems across peers.

Among the eleven organizations providing data, the majority adopted their current pay plans recently, with eight doing so in 2024 and two in 2023. One peer's pay plan was adopted before 2018.

### Type of Pay Plan Used

The majority of the organizations (9 out of 14) use multiple pay plans, while only four use a single pay plan. **Weber** is among those using a single pay plan for different employee classes.

Of the thirteen organizations, four use a grade and step system exclusively, five use a grade-based system with no steps (only minimum and maximum salary ranges), while four organizations utilize a combination of pay schedules. **Weber** employs a grade system with open ranges.

	<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>
# of grades	10	6	66	27.2
% between grades	11	5%	11%	7%
# of steps	9	5	13	9.45
% between steps	10	2%	6%	3.6%
<i>Weber has 30 grades and no steps in their pay plan with an average of 6% between grades.</i>				

#### How pay increases are administered

<u>Number of Responses</u>	<u>Responses</u>
13	Annual wage or step increases (automatic) (3), Merit or performance increases (varies) (5), Budget process or financial ability (2), Other (please explain) (2)
<i>Weber uses merit or performance increases.</i>	

#### Pay Plans

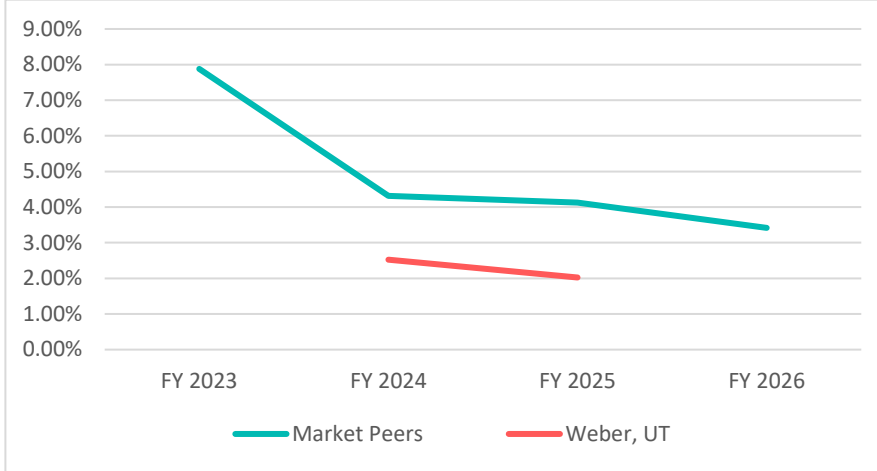
Among the ten organizations reporting, the number of grades ranges from a minimum of 6 to a maximum of 66, with an average of 27.2 grades across organizations.

The percentage difference between grades varies significantly across the eleven organizations, ranging from 5% to 11%, with an average of 7%. **Weber** uses 6% between grades, which is close to the peer average.

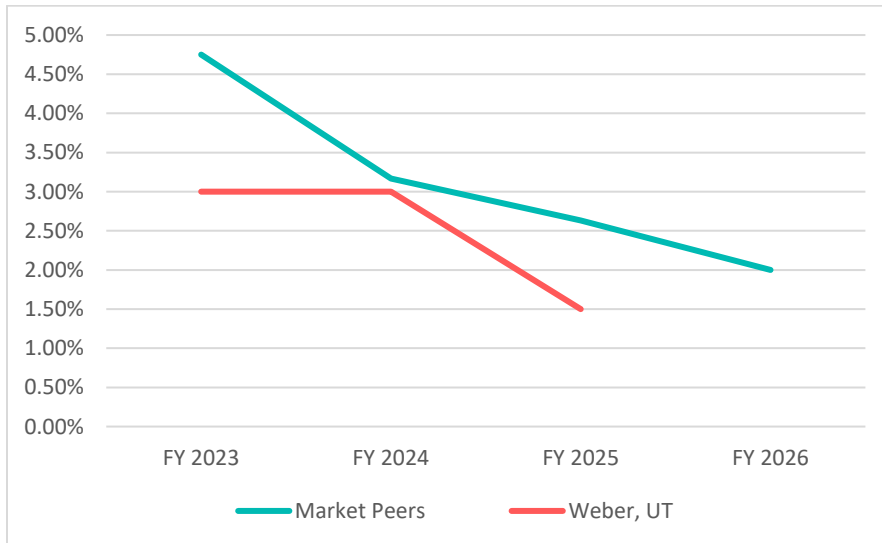
#### Annual Pay Adjustments

Out of thirteen organizations, three provide automatic annual wage increases, five use merit or performance-based increases, two tie increases to the budget process or financial ability, and two use an unspecified method. One peer indicated they use a combination of all of the above. **Weber's** system of administering pay increases aligns with merit or performance-based increases, as this is the most common method reported by peer organizations.

**Average Organization-wide Wage Adjustments (Merit & Pay for Performance)**



**Average Organization-wide Cost of Living Adjustment (COLA)**



**Organization-wide Adjustments (Merit and Pay for Performance)**

In FY 2023, **Weber** provided some groups a market adjustments while all employees received a one-time pay for performance bonus. In FY 2024 all employees received a 2.5% pay for performance increase and employees who did not receive market adjustments in 2023 received an additional merit increases ranging from 0-4% depending on employee hire date and department (totaling 2.5-6.5%). In FY 2024, all Public Safety employees received a 2% increase. **Weber** provided an organization-wide increase of 2% in FY 2025. **Weber's** FY 2026 information was not reported.

For COLA adjustments, **Weber** provided 3% in FY 2023, 3.0% in FY 2024 and a 1.5% in FY 2025. Average COLAs provided by peers were slightly higher at 4.8% in FY 2023, 3.2% FY 2024, and 2.6% in FY 2025. Two peers reported having COLAs planned for FY 2026 with the average being 2%. **Weber's** FY 2026 information was not reported.

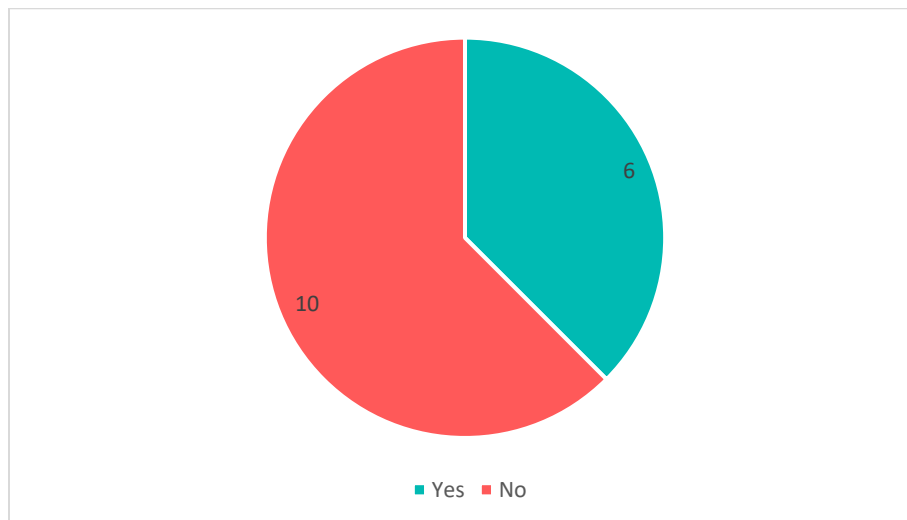
## How organizations adjust pay structure

<u>Number of Responses</u>	<u>Responses</u>
15	Budget process or financial ability (3), Annual internal review/adjustment (4), Compensation Study (5), Other (3)
Weber adjusts its pay structure through annual internal review/adjustment	

## Frequency organizations adjust their pay structure

<u>Number of Responses</u>	<u>Responses</u>
15	Annual (9), Every 3 years (2), Sporadically (4)
Weber adjusts its compensation structure annually	

## Organizations providing longevity pay



### ***Adjusting Pay Structure***

Fifteen responding peers adjust their pay structures. Three make adjustments via the budget process/financial ability and four peers adjust through annual internal review. Five go through a formal compensation study, and three peers have a mix of compensation study, annual review and budget.

Nine of the 15 responding peers adjust their pay structure annually, 4 do so sporadically and 2 adjust it every three years.

### ***Longevity Pay***

Six responding peers provide longevity pay while **Weber** and four peers do not.

## Pay Practices

### Call-back and On-call (Standby) pay

	<u>Call-Back Pay</u>	<u>On-Call Pay</u>
<b>Holidays</b>	Straight time (3), Overtime rate (1.5x straight time) (1), Double time (2x straight time) (2), Other (4)	Straight time (2), Overtime rate (1.5x straight time) (1), Double time (2x straight time) (1), Other (8)
<b>Saturdays &amp; Sundays</b>	Straight time (4) Overtime rate (1.5x straight time) (2), Other (4)	Straight time (2), Overtime rate (1.5x straight time) (2), Other (8)
<b>Regularly scheduled day off</b>	Straight time (4), Other (5)	Straight time (2), Other (9)
Weber provides Call-Back and On-call/Standby pay		

**Call-Back Pay:** Compensation when an employee is required to return to work outside their regular working hours.

**On-Call (Standby) Pay:** Compensation for employees who are required to be available to work but may not necessarily be called in.

### On-call Assigned by seniority

<u>Number of Responses</u>	<u>Responses</u>
13	No (10), Other (3)
Weber does not assign on-call by seniority	

### Call-back Pay

When employees are called back to work on holidays, Saturdays, Sundays, or their regularly scheduled day off, ten peers provide call-back pay with amounts of pay varying by collective bargaining agreements and when the call-back occurs. **Weber** provides straight time for call back on holidays as do three peers, straight time for Saturdays and Sundays as do four peers, and straight time for call back on a regularly scheduled day of as do four peers.

Two peer's policies include receiving a minimum of 2 hours of Call-Back Pay per day in addition to Standby pay.

### On-Call Pay

For on-call work, all twelve responding peers assign on-call duties, which vary by collective bargaining agreements as well as departmental policy. **Weber** also provided on-call pay and at a straight time rate as do two other peers.

Along with 10 of its peers, **Weber** does not use seniority to assign on-call work.

### Shift-Differential Pay

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
Does your organization provide shift-differential pay?	14	Yes (6), No (6), Other (2)	Yes
If so, what employee groups are eligible for shift-differential pay?	7	Eligible positions vary at the peers and include both safety and non-safety positions	Public Safety
Amount of additional pay?	7	All responding peers have policies that determine amount of pay based on department, position, hours worked.	4%
What hours fall under shift-differential pay?	6	All responding peers have policies that identify hours pay is provided based on department, position, hours worked.	6pm to 6am

### Advancing between pay ranges

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
Minimum % increase with promotion	14	Yes (7), No (7)	No
Vacancy required prior to promotion	14	Yes (8), No (5), Other (1)	No
Minimum % increase with reclass to higher grade	14	Yes (7), No (6), Other (1)	No
Allow employees to negotiate salary upon promotion	14	Yes (4), No (7), Other (3)	No

### Shift Differential Pay

**Weber** and six participating peers provide shift differential pay. The amount of pay, positions eligible, and hours when shift differential applies vary across the peers.

### Advancing between Pay Ranges

Half of the responding peers **have established a minimum percentage increase for promotions while Weber** and the remaining half of peers do not. Eight peers require a vacancy before promotion, while **Weber** and five peers do not. Seven organizations provide a minimum percentage increase with reclassification to a higher grade, and six peers along with **Weber** do not. Only four organizations allow employees to negotiate salary upon promotion. Each peer has various policies on advancing employees through pay ranges including but not limited to budget, pay equity, department, position type, circumstances, experience and qualifications.

## Promotions or Pay increases automatic upon achievement of specified milestones

<u>Number of Responses</u>	<u>Responses</u>
14	No (11), Other (3)
<i>Weber does have automatic promotions or pay increases for select roles.</i>	

**Automatic Promotions/Pay Increases**

Eleven of the 14 responding peers do not have automatic promotions or pay increases upon achievement of specified milestones. Three peers responded with “Other” and stated positions that are part of a career ladder series may receive promotions based on time or budget; this is similar to **Weber** who has automatic promotions or pay increases for select roles.

## New hire and employee compensation

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
New hire employees receive pay rate above starting minimum	14	All responding peers said new hires can receive a pay rate above the starting minimum salary	Yes
Determination of starting rate above minimum	14	Years of related experience (3), Additional experience OR education (3), Additional experience AND education (3), Management discretion (4) Other (1)	<i>Management Discretion; based on experience, education, certificates, etc</i>
New hire employees allowed to negotiate paid time off accruals	14	Yes (4), No (10)	Yes

**New Hire Compensation**

**Weber** and all 14 responding peers allow new hires to receive starting pay above the minimum.

**Lateral/Sign-on Bonus**

Four peers and Weber have various forms of bonus structures in place. Multiple public safety departments have implemented lateral sign-on and referral bonuses, which are based on verified years of experience in law enforcement and corrections. These bonuses are exclusively for lateral transfers of sworn officers and vary by agency, requiring approval for each job classification. At another peer, bonuses are split, with half paid at hire and the other half after a set duration, such as one year.

## Lateral/Sign-on Bonus

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
Organization provides lateral or sign-on bonuses?	14	Yes (4), No (10)	Yes
Eligibility criteria for the bonus?	5	All participating peers utilize various forms of Lateral or Sign-on Bonus	<i>Public safety has lateral Sign-on and Referral bonuses</i>



## Retention Pay

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
Organization provides lateral or sign-on bonuses?	14	Yes (1), No (10), Other (please explain) (3)	Yes
If Other, please explain	3	Participating peers have certain departments eligible for retention pay	No policy or set bonus
At what years of service do you offer retention pay?	4	The majority of participating peers award retention pay typically every 5 years	
How much do you offer in retention pay?	4	Varies by peer and classification	\$10,000 in 4 increments for public safety (this was a one-time benefit)

**Retention Pay**

Select positions in certain departments are eligible for retention pay, which must be individually approved by the commission. Management may award retention bonuses to employees with unusually high or unique qualifications essential for the agency to retain

## Pay increase for Part-time and/or Intermittent employees

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
Organization provides pay increases to part-time and/or intermittent employees?	14	Yes (14), No (0), Other (please explain) (0)	Yes
Eligibility criteria for pay increases?	12	Varies by peer and employee group	COLA, Manager discretion, HR/Commission approval

**Pay Increase for Part-time and/or Intermittent Employees**

Pay increases are influenced by COLA, manager discretion, performance, market conditions, and budget availability. Fixed annual increases and adjustments based on length of employment are common. Eligibility often requires working over 20 hours per week. Division Directors and department management have discretion over increases, which can vary. Time-limited positions follow merit guidelines but need annual approval. Performance merit increases and normal step increases are based on hours worked and length of employment.

**Public safety overtime**

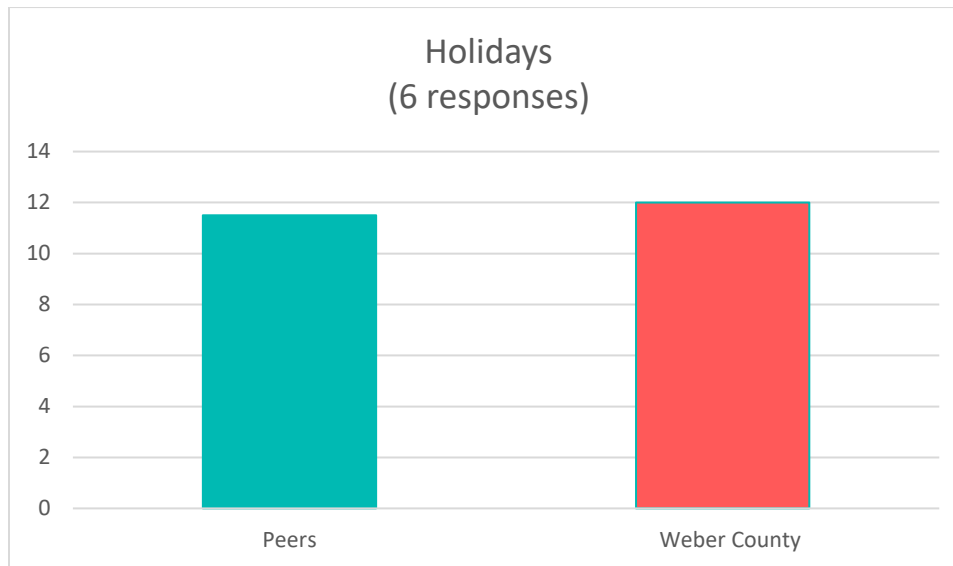
	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
How does your organization calculate overtime for Public Safety employees?	14	All participating peers provide overtime which varies based on department and work cycle.	Yes

***Public Safety Overtime***

Overtime rules vary by department and work cycle. Generally, overtime starts after 80 hours in a pay period, with non-exempt staff receiving 1.5 times the regular rate for hours over 80 biweekly. Weekly overtime is paid at 1.5 times the regular rate for hours over 40. In some departments, overtime starts after 42 hours per work week, with work weeks varying between night and day shifts, and after 86 hours in a pay period. Other departments start overtime after 106 hours, and some after 82 hours. Work cycle specifics include overtime for hours worked over 40 in a 7-day cycle, over 120 in a 21-day cycle, and over 160 in a 28-day cycle.

## Time off

Number of paid holidays per year (*holiday excludes any separate floating holidays*)



### Floating Holidays

<u>Number of Responses</u>	<u>Responses</u>
15	Yes (7), No (8)
Weber does not provide employees with floating holidays	

### Offer Vacation-Sick or Paid Time-Off (PTO)

<u>Number of Responses</u>	<u>Responses</u>
16	Vacation-Sick (13), Paid Time Off (3)
Weber provides employees with a Vacation-Sick time off model	

### Holidays

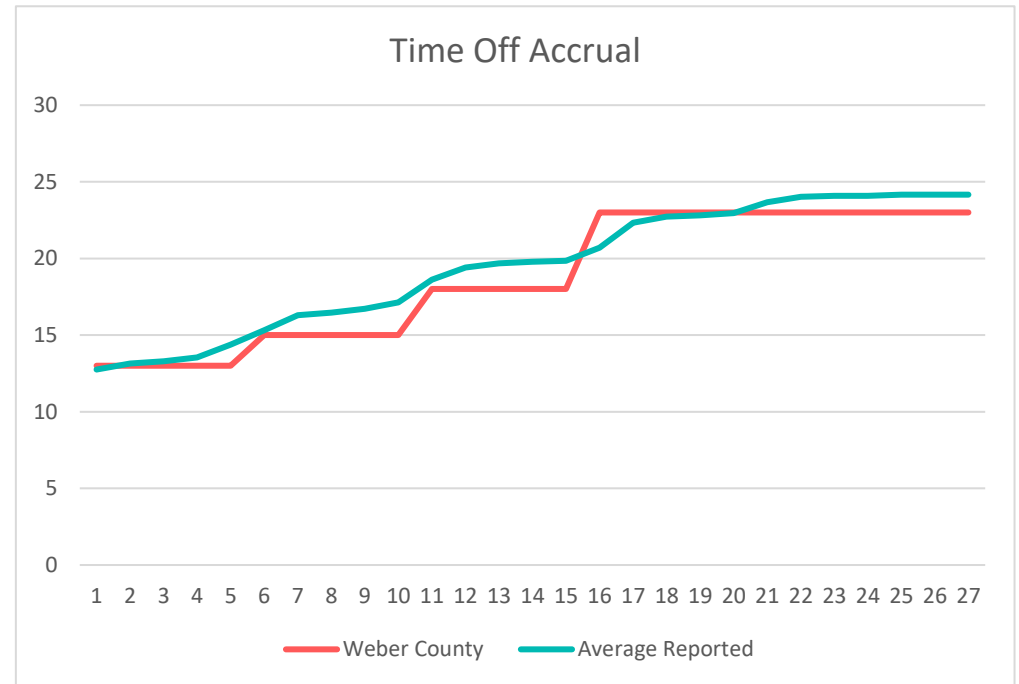
On average, sixteen peers provide employees with 12.97 annual paid holidays, which is slightly less than **Weber's** 13 holidays. Seven organizations offer floating holidays while eight peers and **Weber** do not.

### Vacation-Sick or PTO

Among sixteen reporting peers, thirteen use a Vacation-Sick time off model as does **Weber**. Three peers uses PTO.

The chart on the next page shows **Weber's** total annual time off, which increases with years of service, starting at 13 days and reaching a maximum of 23 days after 15 years of service, which is higher than the peer average of 20.7 days at 15 years of service. In comparison, the peer average maximum leave accrual increases to 24 days at 21 years of service.

Total Annual Time Off Comparison (in days) - (15 responses)				
Years of Service	Weber County	Least Reported	Most Reported	Average Reported
0 to 1 year	13	4	20	12.75
1 year	13	4	20	13.15
2 years	13	4	20	13.29
3 years	13	4	20	13.55
4 years	13	4	20	14.37
5 years	15	5	22	15.31
6 years	15	5	22	16.31
7 years	15	5	22	16.46
8 years	15	5	22	16.72
9 years	15	5	24	17.12
10 years	18	6	25	18.61
11 years	18	6	25	19.41
12 years	18	6	25	19.68
13 years	18	6	25	19.78
14 years	18	6	25	19.85
15 years	23	7	27	20.70
16 years	23	7	27	22.34
17 years	23	7	30	22.74
18 years	23	7	30	22.80
19 years	23	7	30	22.95
20 years	23	7	30	23.68
21 years	23	7	30	24.03
22 years	23	7	30	24.09
23 years	23	7	30	24.09
24 years	23	7	30	24.16
25 years	23	7	30	24.16
25+ years	23	7	30	24.16



## Maximum accrual of vacation or PTO days

<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>
14	22.75	40	28.04
Weber allows a maximum accrual of 23 days			

## Organizations allowing vacation / PTO carryover

<u>Number of Responses</u>	<u>Responses</u>
16	All participating peers allow Vacation PTO Carryover

## Number of carryover days allowed

<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>	<u>Weber</u>
16	25	65	38.81	40

## Organizations allowing cash-out of unused Vacation/PTO days

<u>Number of Responses</u>	<u>Responses</u>
16	No (2)    Yes (14)
Weber does not allow employees to cash out unused vacation days	

**PTO Accrual and Carryover**

**Weber** allows a maximum accrual of 23 vacation days, lower than the average of 28.04 days among 14 participating peers.

All peers allow vacation/PTO carryover, with **Weber** offering 40 days carryover, which is higher than the peer average of 38.81 days. Three participating peers allow unlimited accrual of vacation/PTO days.

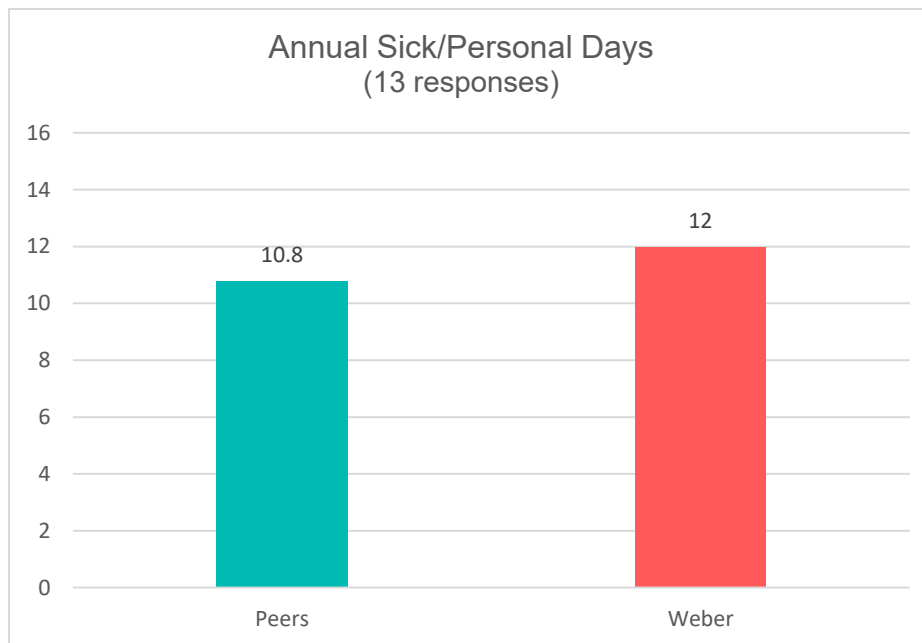
**Vacation/PTO Cash-out**

Fourteen peer organizations allow cash-out of unused vacation/PTO days. **Weber** and two peers do not offer this option.

Number of cash-out days allowed (Vacation/PTO)

	<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>	<u>Weber</u>
Year End	6	8	40	24	
Termination	13	30	62.5	42.37	Does not provide cashout days
Retirement	13	30	62.5	45.83	

Annual sick/personal days provided & accruals



**Annual Sick/Personal**

**Weber** provides 12 annual sick/personal days to employees, which is more than the average number of days provided by the thirteen participating peers.

### Maximum accrual of sick days

<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>
13	13	120	61.25
Weber allows maximum accrual of 60 days			

### Organizations allowing carryover of sick days

<u>Number of Responses</u>	<u>Responses</u>
13	All participating peers allow carryover of sick days
Weber allows carry over of unused sick days	

### Maximum carryover of sick days

<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>
13	30	700	192
Weber allows 60 days to carryover			

### Organizations allowing cash out of unused sick days

<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>
12		Yes (6), No (6)	
Weber does not allow employees to cash out unused sick days			

### Accrual of Sick Days

Among the thirteen peer organizations reporting, accrual of sick days ranges from 13 to 120, with an average of 61.25 days. Six peers reported providing employees with an unlimited accrual of sick days. **Weber** allows a maximum of accrual of 60 sick days, which is close to the peer average.

All thirteen responding peer organizations allow carryover of sick day with the average being 192 days. **Weber** allows 60 sick days to carryover annually.

**Weber's** policies on sick leave are consistent with the peer average; however, **Weber** does not offer options for cashing out unused sick days or allowing employees to donate sick leave to other employees.

Number of cash-out days allowed (Sick)

	<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>	<u>Weber</u>
Year End	6	0	40	28	Does not provide cashout options
Termination	6	Insufficient responses			
Retirement	7	Various peer-specific cash out policies			

Organizations providing a sick leave bank to employees

<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
14	Yes (3), No (11)	Does not provide a sick leave bank

Sick leave donation

	<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>	<u>Weber</u>
Allow employees to donate sick/personal leave	14	Yes (6), No (8)			Weber does not allow employees to donate sick leave
Maximum # of days employees can give to other employees	5	5	62.5	33.75	
Maximum # of days employees can receive from sick/personal leave donations	6	20	130	67.5	



## Health Benefits

Fourteen responding peers have Preferred Provider Organization plan (PPO).

None of the responding peers have a Health Maintenance Organization plan (HMO).

Thirteen responding peers have a High-Deductible Health Plan (HDHP).

### Preferred Provider Organization (PPO)

	<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>	<u>Weber</u>
Employee-only monthly premium	14	\$42	\$1,209	\$720	\$819.40
% paid by employer	14	75%	94%	85%	80%
Overall deductible	14	\$700	\$3,000	\$1,727	\$1,500
Out-of-Pocket limit	14	\$3,000	\$12,000	\$6,143	\$5,000
Employee + family monthly premium	14	\$200	\$2,556	\$1,584	\$2,337.70
% paid by employer	14	75%	94%	84%	80%
Overall deductible	14	\$1,500	\$9,000	\$2,459	\$3,000
Out-of-Pocket limit	14	\$6,000	\$12,000	\$8,464	\$10,000

### PPO Plans

Fourteen responding peer organizations offer a PPO plan, which is the same as what **Weber** provides for employees. **For employee-only coverage**, the average monthly premium is \$568 with **Weber's** cost higher at \$819.40. Employer contributions average 85%, with **Weber** covering 80%. The overall deductible averages \$1,727, while **Weber's** is lower at \$1,500. **Weber's** out-of-pocket limit of \$5,000 is below the peer average of \$6,143.

**For employee + family coverage**, the average monthly premium is \$1,584, which is below **Weber's** \$2,337.70. **Weber's** 80% employer contribution is lower than the peer average of 84%. **Weber's** overall deductible is \$3,000 compared with \$2,459 for the peer average. **Weber's** out-of-pocket limit of \$10,000 is higher than the peer average of \$8,464.

Health Maintenance Organization (HMO) - No responses were received

High Deductible Health Plans (HDHP)

	<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>	<u>Weber</u>
Employee-only monthly premium	13	\$18.96	\$852	\$505	\$686.70
% paid by employer	13	77%	100%	92%	90%
Overall deductible	13	\$1,600	\$2,750	\$2,038	\$3,500
Out-of-Pocket limit	12	\$2,750	\$4,000	\$3,368	\$3,500
Employee + family monthly premium	13	\$54.58	\$2,301	\$1,383	\$1,958.10
% paid by employer	13	77%	100%	91%	90%
Overall deductible	13	\$3,200	\$6,000	\$3,954	\$7,000
Out-of-Pocket limit	12	\$5,500	\$11,200	\$7,275	\$7,000

Health Savings Account (HSA)

	<u>Number of Responses</u>	<u>Responses</u>
Contributes to a Health Savings Account	13	All responding peers make contributions to HSAs
Annual Amount	13	Various annual amounts per peer

**HDHP Plans**

Thirteen responding peer organizations offer a HDHP plan. For employee-only coverage, the average monthly premium is \$505 with **Weber's** cost higher at \$686.70. Employer contributions average 92%, with **Weber** covering 90%. The overall deductible averages \$2,038, while **Weber's** is higher at \$3,500. **Weber's** out-of-pocket limit of \$3,500 is slightly above the peer average of \$3,368. For employee + family coverage, the average monthly premium is \$1,383, with **Weber** higher at \$1,958.10. **Weber's** employer contribution is 90%, which is close to the peer average of 91%.

Participation policies

	<u>Number of Responses</u>	<u>Responses</u>
Organizations requiring 100% participation of all regular full-time employees	15	None of the peers requires 100% participation
Organizations providing compensation to employees not participating	15	Yes (7), No (8)

Prescription drug coverage

	<u>Number of Responses</u>	<u>Responses</u>
Organizations providing prescription drug coverage	14	All responding peers provide Rx drug coverage
Coverage separate from health insurance	14	Rx drug coverage is part of health insurance at all the peers

**Health Participation Policies**

Out of fifteen responding peer organizations, none require 100% participation of all full-time employees. Seven organizations compensate employees who opt out of health insurance participation while eight do not.

Regarding prescription drug coverage, all 14 participating peers provide it as part of their health insurance plan.

### Dental insurance coverage

	<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>	<u>Weber</u>
Organizations providing dental insurance coverage	14	All responding peers offer dental insurance and all but 1 peer have dental coverage separate from health insurance			Yes
Employee-only monthly premium	13	\$0	\$66.04	\$30.62	\$33.24
% paid by employer	12	50%	100%	83%	90%
Employee + family monthly premium	13	\$18	\$125.04	\$87.71	\$84.36
% paid by employer	12	50%	100%	72%	90%

### Vision Insurance

	<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>	<u>Weber</u>
Organizations providing vision insurance coverage	14	All responding peers offer vision insurance.			Yes
Coverage is separate from health insurance	14	Yes (13), No (1)			Yes
Employee-only monthly premium	12	\$0	\$54.90	\$9.95	\$13.24
% paid by employer	12	0%	100%	29%	0%
Employee + family monthly premium	12	\$7.86	\$102.20	\$24.16	\$36.82
% paid by employer	12	0%	80%	18%	0%

### Dental premiums

All fourteen responding peer organizations provide dental insurance coverage, with premiums separate from health insurance. For employee-only coverage, monthly premiums range from \$0 to \$66.04, with an average of \$30.62, and employers cover an average of 83% of the cost. For employee + family coverage, monthly premiums range from \$18 to \$125.04, with an average of \$87.71, and employers contribute an average of 72%. This reflects that while dental coverage is common, employer contributions vary significantly across organizations.

Two peers pay 100% of the monthly employee and dental premiums.

## Other Health Benefits

## Life Insurance

	<u>Number of Responses</u>	<u>Responses</u>			<u>Weber</u>
Organizations providing life insurance	15	All responding peers offer life insurance			Yes
Life insurance benefit provided by employer to employees	13	All responding peers offer various life insurance options			
		<u>Least</u>	<u>Most</u>	<u>Average</u>	
Total monthly premium cost	12	Varies	Varies	Varies	
Maximum life insurance policy available to employees	13	\$25,000	\$600,000	\$241,364	\$300,000

**Life Insurance**

Like **Weber**, all fifteen responding organizations provide life insurance, with the total monthly premium cost varying widely. The maximum life insurance policy available averages \$241,364 with **Weber** offering \$300,000.

**Accidental Death & Dismemberment (AD&D)**

All fifteen respondents provide AD&D insurance, with 8 out of 13 organizations covering 100% of the cost.

Overall, **Weber** provides life insurance but not AD&D coverage, this differs from its peers who offer both.

## Accidental Death &amp; Dismemberment (AD&amp;D)

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
Organizations providing AD&D insurance	15	All responding peers offer AD&D	No
% paid by employer	13	Most 100% (8), Least 0% (1), Avg 87%	0%

## Short-Term and Long-Term Disability Insurance

	<u>Number of Responses</u>	<u>Responses</u>			<u>Weber</u>
Provide short-term disability	15	No (1), Yes (14)			Yes
% of employee base pay provided	13	<u>Least</u>	<u>Most</u>	<u>Average</u>	66%
% paid by employer	8	60%	100%	65%	
Provide long-term disability	15	No (1), Yes (14)			yes
% of employee base pay provided	12	<u>Least</u>	<u>Most</u>	<u>Average</u>	100%
% paid by employer	11	50%	70%	62%	
		<u>Least</u>	<u>Most</u>	<u>Average</u>	
		100%	100%	100%	

**Short-Term and Long-Term Disability Insurance**

**Weber** offers both short-term (STD) and long-term disability (LTD) insurance, with 66% of employee base pay covered, aligning with peer averages. All peer organizations contribute to the cost of LTD (100% employer-paid). **Weber** also covers 100% of LTD premiums.

## Parental leave (maternity, paternity, adoption, or foster leave)

	<u>Number of Responses</u>	<u>Responses</u>			<u>Weber</u>
Do you provide paid parental leave?	15	No (5), Yes (10)			Yes
Paid parental leave is separate from FMLA and short-term disability	11	No (3), Yes (8)			
		<u>Least</u>	<u>Most</u>	<u>Average</u>	
Time allowed for Maternity leave	9	2 weeks	12 weeks	5.22 weeks	Maternity 4 wks
Time allowed for Paternity leave	9	2 weeks	12 weeks	4.78 weeks	Paternity 2 wks
Time allowed for Adoption/Foster leave	9	2 weeks	12 weeks	4.78 weeks	Adoption 2 wks
% of salary provided during leave		All responding peers pay 100% of salary			100% of salary
% of salary provided during leave		All responding peers pay 100% of salary			100% of salary

**Parental Leave**

Ten out of 15 responding peer organizations provide paid parental leave, averaging 4.93 weeks with 100% of salary, separate from FMLA and STD. **Weber** also offers 100% paid parental leave.

## FMLA

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
<b>Provide Family Medical Leave Act (FMLA) benefits</b>	16	Yes (15), No (1)	Yes
<b>Using paid vacation or sick leave concurrent to FMLA benefits</b>	16	Required (12), Not Required (1), Voluntary (3)	<i>Required</i>
<b>Using short-term disability concurrent to FMLA</b>	16	Required (3), Not Required (2), Voluntary (8), Not Offered (2), Not Applicable (1)	<i>Required</i>

## Retirement

### Social Security

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
Organizations contribute to Social Security	14	No (1), Yes (13)	Yes

### Defined Benefit (pension) Retirement Plans and 401K Plan

	<u>Number of Responses</u>	<u>Responses</u>			<u>Weber</u>
Plan Name (Defined Benefit)	9	Various Plans			Utah Retirement Systems
Employee Contributions Required	9	No (2), Yes (5)			Yes
% of Base	12	Depends on Tier			Depends on Tier
Max Employer Contribution	4	3%	14.76%	10.31%	General: 10% Safety: 16.59%
Formula Used to Calculate Benefit	7	Flat-Benefit (1), Career-Average (2), Final-Pay (3)			Final-Pay
Employee groups plans is available too	8	All Employees (5), Other (please explain) (3)			All Employees
Plan Name (401K)	9	Various Plans			Utah Retirement Systems
% of Base		<u>Least</u>	<u>Most</u>	<u>Average</u>	
Max Employer Match	6	0%	16%	6%	2%
Years of service for vesting	6	0	4	3.2	4

### Defined Benefit (pension) Retirement Plans & 401K

**Weber** offers a defined benefit pension plan with a 2% employer match. Four responding peers also provide employer match of contributions, ranging from 3% to 14.76%. **Weber** uses a "final pay" formula for calculating benefits, in line with three (3) other peers.

Nine peers provide deferred compensation (457) plans and all allow employees to contribute up to the IRS maximum.



457 Deferred Compensation Plan

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
Plan Name	9	Various Plans	Utah Retirement Systems
Deferred Compensation (457) plans offered	9	Various Plans	Utah Retirement Systems
Maximum employer match of employee contributions	5	0% (3), 3% (2)	
Maximum employee contributions allowed	5	All responding peers allow employees to contribute the IRS maximum	
Allow employer contributions to match more than one plan	8	Yes (2), No (5), Other (please explain) (1)	

Retiree insurance

	<u>Number of Responses</u>	<u>Responses</u>		
Group health insurance available to retirees	14	Yes (6), No (5), Other (3)		
% paid by employer	6	<u>Least</u>	<u>Most</u>	<u>Average</u>
		22%	80%	51%

Utah Retirement System (URS) Rate 2024

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber</u>
Organization pick up the URS rate of Public Safety employees?	13	Yes (10), No (3)	Yes (partial)
Give a stipend to offset the increase in rates for public employees?	11	Yes (5), No (6)	Yes
if Yes, please explain:	5	(4) respondents provide direct salary enhancements ranging from 1%-2.14% or matching the rate increase, (1) respondent reports normal increases while recognizing rising costs	
Do you provide an Employer contribution or match to an employee's 401(k) or 457?	13	Yes (10), No (3)	Final-Pay Yes
If so, how much do you contribute?	10	Least 2%    Most 6%    Average 3%	2% 401K

**URS Rate 2024**

All participating peers' provide employees a general 1% to 2.14% salary increase stipend or matching the rate increase, with additional peer reporting they provide normal increases while recognizing rising costs. In 2024, Weber County did not pick up the URS Rate for Public Safety Employees, instead provided employees with a salary increase.

## Supplemental Pay & Other Benefits

### Tuition Reimbursement

	<u>Number of Responses</u>	<u>Responses</u>
Provides tuition reimbursement for employees	15	Yes (8), No (7)
Weber County provides Tuition Reimbursement		

### Tuition Reimbursement Amount Provided (annually)

<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>	<u>Weber County</u>
8		Various Responses		Up to 50% based on budget

### Student Loan Payment Contributions

	<u>Number of Responses</u>	<u>Responses</u>
Provides student loan payment contributions	15	None provide this benefit
Weber County provides student loan payment contributions up to \$5,250		

### Hazard Pay

	<u>Number of Responses</u>	<u>Responses</u>
Provides employees with wellness or work balance days	13	Yes (4), No (9)
Weber County does not provide hazard pay		

### Tuition Reimbursement

Eight of the fifteen peer organizations provide tuition reimbursement, indicating that this benefit is common at half the peers. **Weber** also provides tuition reimbursement and at a rate of up to 50% of tuition based on budget.

### Student Loan Payment Contributions

**Weber** is the only organization that offers this benefit which demonstrates a strong commitment to valuing education and assisting employees.

### Hazard Pay

Out of thirteen responding peers, four offer hazard pay at various rates.

## Collateral/Special Assignment Pay (Public Safety)

<u>Number of Responses</u>	<u>Responses</u>	<u>Weber County</u>
8	Yes (6), No (7)	Yes

## ***Special Assignment Pay (Public Safety)***

**Weber** offers Trainer Pay where employee get the equivalent to 1 hour of pay per shift, as well as Event pay for Lieutenants, Captains, Chief, and Sheriff that works a special event shift will be compensated at a rate of \$35.00 / hour.

## Parking or Commuter Benefits

	<u>Number of Responses</u>	<u>Responses</u>
Provide parking or commuter benefits	15	Yes (3), No (12)
Weber County does not offer parking or commuter benefits		

## Wellness or Fitness Reimbursement

	<u>Number of Responses</u>	<u>Responses</u>
Number of Responses	15	Yes (8), No (7)
Amount provided to employees	All responding peers offer employees varying annual wellness or fitness stipends	
Weber County provides fitness reimbursement		

## ***Wellness***

**Weber** along with eight peers offer fitness reimbursement.

## Referral or Recruitment Bonus

	<u>Number of Responses</u>	<u>Responses</u>
Referral or recruitment bonus	15	Yes (8), No (7)
Weber County does provide referral and recruitment bonuses to Public Safety employees.		

## ***Referral and Recruitment Bonuses***

Eight peers offer some form of referral and/or recruitment bonus. **Weber** offers a tiered bonus payout to Public Safety employees who refer successful candidates and POST-certified lateral hires.

## Special Skills Pay (Bilingual pay)

	<u>Number of Responses</u>	<u>Responses</u>
Provide employees with special skills pay	15	Yes (9), No (6)
Amount provided to employees	9	(4) respondents provide pay differentials ranging from \$1,071-\$5,250/year, paid out per-pay-period and dependent on language and usage, (2) respondents pay a fixed hourly rate on top of base pay ranging from \$0.50/hr-\$1/hr, (2) respondents indicated no concrete policy but that bilingual pay is included or may be considered in the hiring wage/bonus, (1) respondent pays a fixed percentage on top of base pay at 1%
Weber County provides special skills pay		

### **Bilingual Pay**

Nine of the fifteen peer organizations provide bilingual pay. Of those, four provide flat per-pay-period differentials, three provide a fixed hourly dollar amount or percentage rate on top of base pay, and two didn't specify a written policy. **Weber** provides bilingual pay at a rate of \$100/month.

## License or Certification Pay

	<u>Number of Responses</u>	<u>Responses</u>
Provide employees with special skills pay	15	Yes (3), No (12)
Amount provided to employees	4	Policies vary for every peer
Weber County does not provide license or certification pay		

### **License or Certification Pay**

Three of the fifteen peer organizations provide license or certification pay, with policies varying among those peers. **Weber**, along with the remaining responding peers, do not provide license or certification pay.

## Work Week

	<u>Number of responses</u>	<u>Responses</u>
Flexible Work Schedule/ Compressed Work Week	15	Yes (12), No (3)
Telecommute (full or partial)	12	Yes (9), No (3)
Weber County provides both flex work schedule and telecommute options		

### **Work Week**

Out of fifteen responding peers, twelve offer flexible work schedules or compressed work weeks. Nine offer full or partial telecommuting. **Weber** offers both flex work schedules and telecommute options.

**Development Program**

	Number of Responses	Responses
Formal or Informal Development Program	15	Yes (9), No (6)
External training Opportunities	14	Yes (12), No (2)
Weber County provides internal development program and external opportunities		

**Development Program**

Nine of the fifteen peer organizations provide a formal or informal development program, while twelve of fourteen responding peers offer external training opportunities. **Weber** provides an internal development program with external training opportunities.

**Formal or Informal Recognition Program**

	Number of Responses	Responses
Have a recognition program	12	All responding peers have recognition programs
Reward Type		Both (7), Monetary (2), Non-Monetary (3)
Weber County provides both formal and informal recognition programs.		

**Recognition Program**

All twelve responding peers have recognition programs. Of them, two offer monetary awards, three offer non-monetary awards, and seven offer both types. **Weber** has recognition programs that offer both monetary and non-monetary awards.

**Clothing Program**

	Number of Responses	Responses	<u>Weber County</u>
Provide clothing allowance	15	No (2), Yes (13)	Yes
Employee group available to	13	All employees (1), Public Safety Only (1), Covered Employees Only (6), Other (5)	Covered Employees Only

**Clothing Program**

Out of fifteen responding peers, thirteen provide a clothing allowance, with respondents varying across which employee groups are eligible for this allowance. **Weber** offers covered employees a clothing allowance.

## Relocation/Moving Expenses

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber County</u>
Organization provide relocation or moving expenses for out-of-state new hires	14	Yes (5), No (9)	No
Annual amount	5	Various policies and amounts	N/A

*Relocating/Moving Expenses*

Of fourteen responding peers, five offer relocation or moving expenses for out-of-state new hires, with policies and amounts varying across all five. **Weber** does not provide any coverage for relocation or moving expenses.

## Part-time staff benefits

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber County</u>
Provide specific benefits to part-time staff seeking professional career	15	Yes (2), No (13)	Yes
Please explain		Insufficient participation	

*Part-Time Staff Benefits*

Two of fifteen peer organizations, along with **Weber**, provide specific benefits to part-time staff seeking professional career. **Weber's** part-time benefit package includes accrued leave, holidays, and retirement.

## COVID-19 Policies

	<u>Number of Responses</u>	<u>Responses</u>	<u>Weber County</u>
Organization pay policies, pay practices, benefits, etc. change in 2020 because of the COVID-19 pandemic	13	Yes (3), No (10)	No
Employee group available to	13	Various policy and pay changes	

*COVID-19 Policies*

Out of thirteen responding peers, three reported that organization pay policies, pay practices, benefits, etc. changed in various ways in 2020 due to the start of the COVID-19 pandemic **Weber** reported no change.

## Compensation Philosophy

	<u>Number of Responses</u>	<u>Responses</u>
Adopted a formal compensation philosophy	14	No (4), Yes (8)
Employee group available to	8	Various policies*
Weber County does not have a formal compensation philosophy		

## Total Compensation

	<u>Number of Responses</u>	<u>Least</u>	<u>Most</u>	<u>Average</u>	<u>Weber County</u>
Number of employees in organization	15	82	23,870	2,606	881
Operating Budget Fiscal Year 2025	14	\$71,529,556	\$30,029,583,100	\$2,630,306,779	\$316,000,000
Population Served - 2020 or earlier	15	38,000	1,186,000,000	79,498,543	262,658
Regular Base Pay	9	\$14,772,880	\$1,186,063,182	\$225,434,569	\$62,500,216
Paid Time Off	7	\$1,417,726	\$129,149,771	\$34,031,983	\$9,587,118
Other Pay	8	\$788,190	\$30,039,764	\$8,314,942	\$1,062,460
Total Direct Compensation	10	\$16,190,606	\$1,326,891,035	\$220,978,214	\$73,149,794
Employer Cost for Defined Benefit Program (Pension)	11	\$586,094	\$132,742,823	\$27,678,714	\$8,540,667
Employer Cost for Defined Contribution Program (401k)	10	\$439,552	\$41,981,813	\$6,297,672	\$1,489,640



Employer Cost for Deferred Contribution Program (457)	0		Insufficient Participation		Employee Paid
Student Loan Payment/Contributions	5	\$0	\$0	\$0	\$78,548
Health Insurance	11	\$2,901,102	\$126,203,482	\$26,530,776	\$11,278,998
Health Savings Account Match	8	\$41,528	\$14,596,132	\$2,089,234	\$549,666
Dental Insurance	10	\$165,294	\$13,975,271	\$2,038,039	\$498,345
Vision Insurance	8	\$0.00	\$118,587	\$22,039	Employee Paid
Life Insurance	11	\$9,975	\$1,363,436	\$235,674	Employee Paid
Short Term Disability	5	\$0	\$1,520,923	\$304,184	Employee Paid
Long Term Disability	9	\$100,647	\$9,835,644	\$1,419,786	\$321,490
Employee Assistance Plan/Program	6	\$0	\$36,000	\$18,084	\$30,548
Tuition Reimbursement/ Assistance	7	\$0	\$70,295	\$13,913	\$27,310
Recognition Programs	6	\$0	\$340,427	\$75,781	\$21,241
Wellness Programs	6	\$0	\$118,000	\$30,298	\$6,137