

Salt Lake County Human Resources Policy 4-300: Insurance and Retirement Programs

Purpose

To outline the insurance programs available to county employees and retirees.

I. General Policy

Salt Lake County will establish a cost-effective insurance program designed to attract and retain a capable and qualified work force. The insurance programs will also be designed to support the health and well-being of all county employees.

II. Procedures

- A. Employees in benefits eligible positions as defined in [HR Policy 2-100 Employment Status](#) have the option of participating in the following insurance programs: Health, Dental, Vision, Life, Long-Term Disability, Short-Term Disability, Accidental Death and Dismemberment (AD&D).
- B. Employees in benefits eligible positions as defined in [HR Policy 2-100 Employment Status](#) have the option of participating in the following retirement programs:
 1. Merit Status employees will be enrolled in [Utah State Retirement Systems \(URS\)](#) retirement plans based on URS eligibility.
 2. Elected Officials and Appointed Employees have the following retirement contribution options:
 - a. Participate in the URS retirement plan based on URS eligibility; or
 - b. Exempt yourself from participation in a URS retirement plan (receiving no service credit) and instead receive a 401(k) contribution at the same rate you would have received into a Tier I or Tier II URS retirement plan.
 - c. The funding for these benefits is subject to the provisions of [HR Policy 1-100 Disclaimer](#).
- C. A list of additional benefits offered to employees is found on the [Human Resources website](#).
- D. Insurance Enrollment and Coverage
 1. The county will automatically enroll new benefits eligible employees in the following insurance programs on the date of hire: Group Life Insurance, Long-Term Disability, and the Employee Assistance Program (EAP). Coverage is effective on employee's hire date.
 2. New employees have 31 days to enroll in all offered insurance programs.
 - a. If the employee does not enroll or decline medical insurance within 31 days, the employee will be automatically enrolled in coverage.
 3. The Health Savings Account (HSA) or Flexible Spending Account (FSA) is available according to the terms of the applicable plan.
 4. An employee must enroll a spouse, an Adult Designee, or dependent children to trigger dependent coverage.
 5. An employee must complete an Affidavit of Parties Establishing Adult Designee status to enroll an Adult Designee. A married employee may not enroll an Adult Designee. An

Salt Lake County Human Resources Policy 4-300: Insurance and Retirement Programs

unmarried employee may only enroll one adult designee. Adult Designee coverage is subject to IRS Guidelines.

6. An employee must provide any documentation requested by Human Resources for the purposes of determining the eligibility of spouses, Adult Designees, or children within 31 days of eligibility.
7. Coverage for a spouse, an Adult Designee or dependents must be obtained within 31 days after a change of status (e.g. birth of a child, legal adoption, marriage, Adult Designee status change).
8. If an employee declines enrollment because of other health or dental insurance coverage, the employee may request enrollment within 31 days after the other coverage ends. If the employee misses the 31-day enrollment window, their next opportunity to enroll will be the next open enrollment period. The employee will be responsible to provide documentation as requested by Human Resources for the purpose of determining prior coverage within 31 days of the IRS qualifying event.
9. The Primary Agency of a benefits eligible Multiple Jobs Employee shall be responsible for funding the employee's benefits.

E. Termination of Coverage

1. The termination date for insurance is as follows:
 - a. Medical, Dental, and Vision coverage will terminate on the last day of the month in which the employee terminates employment. All other benefits will terminate according to the individual policy.
 - Applicable premium will be deducted from the last paycheck and/or the payout check.
 - b. Medical, Dental, Vision and Life insurance coverage for dependent children terminates on the last day of the month in which they turn age 26, unless they have a qualifying disability.
 - c. A person receiving benefits as a spouse, or child of a divorced spouse, will no longer be eligible upon the date of divorce.
 - d. A person receiving benefits as an adult designee, or child of an adult designee, will no longer be eligible upon notification of the dissolution of the Adult Designee status. Documentation must be provided to Human Resources within 31 days.
2. COBRA coverage is limited in duration as follows:
 - a. Eighteen months for a separation of employment, reduction in force, or reduction in hours.
 - b. Thirty-six months for a divorce, death of an employee, dependents of an employee who are eligible for Medicare or dependents which lose their eligibility after turning twenty-six.
 - c. Twenty-nine months if a disability is approved by social security.
 - d. To the extent permitted by federal law, the County will make coverage available for an Adult Designee of a benefits eligible employee and the dependent children of an Adult Designee.
3. An employee is responsible for adding or terminating a spouse, an Adult Designee, and dependent children. The county will not refund overpayments if an employee does not remove a spouse, an Adult Designee or dependent children within 31 days.
4. The county will refund an employee for up to one year when overpayment was made due to an administrative error on the part of the County.

Salt Lake County Human Resources Policy 4-300: Insurance and Retirement Programs

F. Post-Retirement Insurance

1. Retirement must be approved by the [Utah State Retirement Systems \(URS\)](#).
2. Post-retirement insurance is not available for employees hired or rehired after December 31, 2012.
 - a. A retiree who qualified for post-retirement insurance that is re-hired may re-enroll in post-retirement insurance upon employment separation.
3. Retirees under age 65 (early retirees) may enroll in Health and Dental insurance within 60 days from date of separation of employment.
 - a. Retirees may also enroll their spouse (under age 65) or dependent children (under age 26 unless they have a qualifying disability) within the same period.
 - b. Adult Designees and their children are not eligible for enrollment. For employees who retire on or after January 31, 2014, if you decline medical or dental insurance upon retirement it cannot be reinstated. During open enrollment, you may change medical or dental plans for insurance that was continuously maintained (subject to the same rules as active employees). To qualify for the county's contribution toward the Medicare supplement plan, a retiree must retain uninterrupted health insurance coverage through a county-sponsored medical plan until Medicare enrollment. Continuation of coverage for the spouse of a deceased retiree may continue until age 65 or until the spouse is remarried, whichever comes first. Dependent children may be covered for medical and dental until age 26 unless they have a qualifying disability. The total cost of dependent coverage is to be paid by the insured.
4. Premium Share
 - a. Any early retiree who was hired on or before December 31, 2012, who elects coverage, will be charged a premium share according to their years of county service.
 - b. The early retiree premium share will be based on an increased percentage of the active employee premium according on the table below. At the conclusion of the 18-month COBRA period, premiums will increase.

Years of Service	Employee Pays	County Pays
Less than 4 years	100%	0%
4-6 years	90%	10%
7-9 years	80%	20%
10-11 years	70%	30%
12-13 years	60%	40%
14-15 years	50%	50%
16-17 years	40%	60%
18-19 years	30%	70%
20+ years	20%	80%

5. Retirees over age 65
 - a. A retiree or spouse over the age of 65 may enroll in the Medicare Supplement insurance plan within 60 days of eligibility.
 - b. If the Medicare Supplement plan is discontinued, the county will not make any further contribution towards the retiree's insurance premium.

Salt Lake County Human Resources Policy 4-300: Insurance and Retirement Programs

III. References

- A. Utah State Retirement and Insurance Benefit Act, Utah Code Ann. 49-11-101 *et seq.*
- B. Human Resources Policy:
 - 1. 1-100, Disclaimer
 - 2. 1-200, General Definitions
 - 3. 2-100, Employment Status
 - 4. 4-200, Leave Practices
 - 5. 4-400, Workers' Compensation

APPROVED and ADOPTED this 13th day of June, 2023.

SALT LAKE COUNTY COUNCIL

By *Aimee Winder Newton*
Aimee Winder Newton, Chair

ATTEST:

Lannie Chapman

Lannie Chapman, County Clerk

Nikhila Venugopal, Chief Deputy Clerk

**Reviewed and Advised as to
Legality and Form**
Salt Lake County
District Attorney's Office
Zachary Lancaster
Digitally signed by Zachary
Lancaster
Date: 2023.06.05 11:54:50 -06'00'

Voting:

Council Member Alvord
Council Member Bradley
Council Member Bradshaw
Council Member Granato
Council Member Harrison
Council Member Theodore
Council Member Stewart
Council Member Stringham
Council Member Winder Newton

Aye
Aye
Aye
Aye
Aye
Aye
Aye
Aye
Aye