



WORK SESSION AGENDA

NOTICE IS HEREBY GIVEN THAT THE CENTERVILLE CITY COUNCIL WILL HOLD ITS WORK SESSION MEETING AT 6:00 PM ON SEPTEMBER 16, 2025 AT CENTERVILLE CITY HALL, 250 NORTH MAIN STREET, CENTERVILLE, UTAH.

Centerville City Council meetings are open to the public, unless otherwise closed for reasons allowed by law. Centerville City Council meetings may be conducted via electronic means pursuant to Utah Code § 52-4-207. In compliance with the Americans with Disabilities Act, individuals needing special accommodations due to a disability may contact the City Recorder at (801) 295-3477, at least 24 hours in advance of the meeting. The Mayor and Council reserve the right to modify the sequence of agenda items in order to facilitate special needs or provide greater efficiency.

The full agenda packet and backup materials can be found on the Centerville City website at:

<https://centervilleutah.gov/129/Agendas-Minutes>

A. ROLL CALL

B. BUSINESS ITEMS

Business action or discussion items to be considered.

1. Discussion - Maternity and Parental Leave

Continued discussion to consider amending Centerville Personnel Policies to add maternity and parental leave to the employee benefits

2. Discussion - Electric Micromobility Devices

Discuss potential regulation of electric micromobility devices

C. CLOSED SESSION

The City Council may vote to discuss matters in a closed session for reasons allowed by law, including, but not limited to, the provisions of Utah Code § 52-4-205 of the Open and Public Meetings Act, and for attorney-client matters that are privileged pursuant to Utah Code § 78B-1-137.

D. ADJOURNMENT

CERTIFICATE OF POSTING

I hereby certify that this notice and agenda was posted at Centerville City Hall, published on the Utah Public Notice Website, and provided to a newspaper or media correspondent in accordance with the requirements of the Utah Open and Public Meetings Act, including, but not limited to, provisions of Utah Code § 52-4-202.

**Jennifer Robison
Centerville City Recorder**

CENTERVILLE
CITY COUNCIL

Staff Report
9/16/2025

Item No. 1.

Title: Discussion - Maternity and Parental Leave

Initiated By: Bryce King, Administrative Services Director

Staff Representative: Bryce King, Administrative Services Director, Lisa Romney, City Attorney

SUBJECT:

Continued discussion to consider amending Centerville Personnel Policies to add maternity and parental leave to the employee benefits

RECOMMENDATION:

BACKGROUND:

We have been doing some research to add this benefit to our current employee benefits. Please see the analysis that is attached to see comparisons from other cities.

ATTACHMENTS:

1. Paid Parental Leave - Kaysville City Policy (1)
2. Morgan County Maternity Policy (1)
3. State Parental and Post Partum Leave (1)
4. Maternity and Parental Leave Analysis
5. Davis School District Parental Leave Policy
6. GBS Total Rewards Report
7. Parental Leave Presentation

violation of an agreement or understanding entered into by him or her relative thereto shall be just cause for discharge and the removal of his or her name from any eligible list or lists on which it may appear.

HISTORY

Amended by Res. [21-11-06](#) on 11/18/2021

4.06 Paid Parental Leave

Purpose

Kaysville City will provide up to three weeks of paid parental leave to employees following the birth of an employee's child or the placement of a child with an employee in connection with adoption. The purpose of paid parental leave is to enable the employee to care for and bond with a newborn or a newly adopted child. This policy will run concurrently with Family and Medical Leave Act (FMLA) leave, as applicable. This policy will be in effect for births or adoptions occurring on or after January 1, 2022.

Eligibility

Eligible employees must meet the following criteria:

1. Have been employed with the City for at least 12 months.
2. Have worked at least 1,250 hours during the 12 consecutive months immediately preceding the date the leave would begin.
3. Be a full-time or benefitted part-time, regular employee (temporary employees and interns are not eligible for this benefit).

In addition, employees must meet one of the following criteria:

1. Have given birth to a child.
2. Be a spouse or committed partner of a woman who has given birth to a child.
 - a. Committed Partner means an unrelated and unmarried person who shares common living quarters with an employee and lives in a committed, intimate relationship.
3. Have adopted a child (the child must be 17 years old or younger). The adoption of a new spouse's child is excluded from this policy.

Amount, Time Frame, and Duration of Paid Parental Leave

1. Eligible employees will receive a maximum of three weeks of paid parental leave per birth or adoption. The fact that a multiple birth, adoption or placement occurs

(e.g., the birth of twins or adoption of siblings) does not increase the three-week total amount of paid parental leave granted for that event. In addition, in no case will an employee receive more than three weeks of paid parental leave in a rolling 12-month period, regardless of whether more than one birth or adoption event occurs within that 12-month time frame.

2. Employees who are birthing mothers will be eligible to receive the three weeks described above and an additional three weeks (total of six weeks) to support recovery from childbirth. All other conditions in this section including multiple births and the rolling 12-month time frame apply to employees who are birthing mothers.
3. Each week of paid parental leave is compensated at 100 percent of the employee's regular, straight-time weekly pay. Paid parental leave will be paid on a biweekly basis on regularly scheduled pay dates.
4. Approved paid parental leave may be taken at any time during the three-month period immediately following the birth or adoption. Paid parental leave may not be used or extended beyond this three-month time frame.
5. Employees may take paid parental leave in one continuous period or take the parental leave in smaller periods of time, but must use all paid parental leave during the three-month time frame indicated above. Any unused paid parental leave will be forfeited at the end of the three-month time frame.
6. Upon termination of the individual's employment at the City, he or she will not be paid for any unused paid parental leave for which he or she was eligible.

Coordination with Other Policies

1. Paid parental leave taken under this policy will run concurrently with leave under the FMLA; thus, any leave taken under this policy that falls under the definition of circumstances qualifying for leave due to the birth or placement of a child due to adoption, the leave will be counted toward the 12 weeks of available FMLA leave per a 12-month period. All other requirements and provisions under the FMLA will apply. In no case will the total amount of leave—whether paid or unpaid—granted to the employee under the FMLA exceed 12 weeks during the 12-month FMLA period. Please refer to the Family and Medical Leave Policy for further guidance on the FMLA.
2. After the paid parental leave (and any short-term medical leave for employees giving birth) is exhausted, the balance of FMLA leave (if applicable) will be compensated through employees' accrued PTO or Comp Time. Upon exhaustion of accrued PTO and Comp Time, any remaining leave will be unpaid leave. Please refer to the Family and Medical Leave Policy for further guidance on the FMLA.
3. The City will maintain all benefits for employees during the paid parental leave

period just as if they were taking any other City paid leave such as PTO.

4. If a City holiday occurs while the employee is on paid parental leave, such day will be charged to holiday pay; however, such holiday pay will not extend the total paid parental leave entitlement.
5. If the employee is on paid parental leave when the City offers administrative leave, that time will be recorded as paid parental leave. Administrative leave will not extend the paid parental leave entitlement.
6. An employee who takes paid parental leave that does not qualify for FMLA leave will be afforded the same level of job protection for the period of time that the employee is on paid parental leave as if the employee were on FMLA-qualifying leave.

Requests for Paid Parental Leave

1. The employee will provide his or her supervisor and the human resource department with notice of the request for leave at least 30 days prior to the proposed date of the leave (or if the leave was not foreseeable, as soon as possible). The employee must complete any necessary HR forms and provide all documentation as required by the HR department to substantiate the request.
2. As is the case with all City policies, the City has the exclusive right to interpret this policy.

HISTORY

Adopted by Res. [21-11-03](#) on 11/18/2021

Amended by Res. [21-11-06](#) on 11/18/2021

Amended by Res. [23-01-01](#) on 1/5/2023

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County Commission Agenda Request Form

All Agenda items, including back-up materials, must be submitted to:

Morgan County
Attn: Julie Rees
48 West Young Street
P O Box 886
Morgan, UT 84050
Phone: 801.845.4013

****ALL DOCUMENTATION IS DUE ON OR BEFORE 12:00 PM ON THE TUESDAY PRIOR TO A SCHEDULED COUNTY commission MEETING****

Email: jrees@morgancountyutah.gov

This form must be submitted, along with any required documentation, or the Agenda Item will not be scheduled until the next County commission Meeting

commission Meeting Date: 2/20/24 Time Requested: 10 minutes
Name: Kate Becker Phone: (435) 800-8724
Address: 48 W Young Morgan, UT
Email: kbecker@morgancountyutah.gov Fax: _____
Associated County Department: Administrative Manager

PURPOSE FOR THE AGENDA ITEM - MUST BE SPECIFIC:

CR-24-10
A resolution amending the County Employee Handbook's "Maternity Policy" to the "Parental and Postpartum Leave Policy."

WILL YOUR AGENDA ITEM BE FOR:

DISCUSSION
DECISION
BOTH
INFORMATION ONLY

✓

RESOLUTION CR-24-10

A RESOLUTION OF THE MORGAN COUNTY COMMISSION ADOPTING CERTAIN AMENDMENTS TO THE MORGAN COUNTY EMPLOYEE HANDBOOK.

WHEREAS, it is necessary to amend the employee handbook from time to time to make routine adjustments; and

NOW THEREFORE, BE IT RESOLVED, that the Morgan County Commission hereby makes the following amendment to the employee handbook:

5.8. Maternity Leave

~~Maternity leave will be handled in accordance with the FMLA for employees who qualify for this benefit. Other employees who become pregnant, or whose legal or common-law spouse becomes pregnant, may be granted annual vacation leave, sick leave, and/or leave without pay for up to six (6) weeks period of absence. Regulations governing annual vacation leave, sick leave, and leave without pay apply.~~

~~Morgan County may fill vacancies created by maternity leave with temporary or provisional appointments. At the expiration of the maternity leave, the employee shall return to the same position, where feasible, or to a similar position as long as they return within six (6) weeks. Failure of the employee to return to work at the expiration of maternity leave shall be considered a voluntary resignation of their position and employment without notice.—~~

5.8. Parental and Postpartum Recovery Leave Policy

- A. Parental and Postpartum Recovery leave allows for new parents to take the time they need to recover and bond with their new child. The leave is available for both the birth of a new child (including surrogacy) or for adoption (unless the employee is the spouse of the pre-existing parent).
- B. Benefit eligible employees working 80 hours per pay period and who are not rehired retirees are eligible. Independent contractors are not eligible.
- C. Up to three weeks of Parental Leave may be used by either the father or mother within six months of becoming a parent by birth, adoption, or legal guardianship.
- D. Mothers who give birth may also use up to three weeks for Postpartum Recovery which runs consecutively with the Parental Leave. Postpartum recovery leave begins on the date the employee gives birth and is used preceding Parental Leave.

- E. Leave for Parental or Postpartum may not be charged against accrued leave. If an employee needs additional time outside of the three weeks granted, they may work with their manager or supervisor to approve the use of their personal time as a supplement. Additionally, they can request FMLA (unpaid leave), which runs concurrently with the other leave types. The total of all leave may not exceed 12 weeks and Parental Leave is limited to a maximum of three weeks in a 12-month period.
- F. An employee or, in the case of an emergency, a spokesperson should notify management 30 days in advance or as soon as practicable in the case of an emergency. Parental Leave must be taken within the six months immediately following the addition of the new child and Postpartum Recovery Leave must begin at birth and run for three uninterrupted weeks.
- G. Parental Leave does not have to be used consecutively, if you and your manager agree beforehand, and reach mutual, written consent for intermittent use, it may be broken up.
- H. Except for the mutual consent required for intermittent use of Parental Leave, no one can interfere with your use of Parental or Postpartum Recovery Leave. Nor can they retaliate against you for using the leave.

PASSED AND ADOPTED this 20th day of February, 2024.

MORGAN COUNTY COMMISSION:

ATTEST:



Michael Newton, County Commission Chair



Leslie A. Hyde, Morgan County Clerk/Auditor

APPROVED AS TO FORM:

COMMISSION MEMBERS VOTING:



Garrett Smith, Morgan County Attorney

	AYE	NAY	ABSENT
Michael Newton	☒	☐	☐
Jared Andersen	☒	☐	☐
Blaine Fackrell	☒	☐	☐
Robert McConnell	☒	☐	☐
Matt Wilson	☒	☐	☐

R477-7-20. Parental and Postpartum Recovery Leave.

- (1) An employee is eligible for parental or postpartum recovery leave when the employee:
 - (a) is eligible for benefits under Subsections R477-6-8(1) and R477-7-1(1);
 - (b) is not reemployed post retirement as defined in Section 49-11-1202; and
 - (c) is not an employee of an independent entity as defined in Section 63E-1-102.
- (2) An employee or a spokesperson shall notify management of their plan to use parental or postpartum recovery leave:
 - (a) thirty days in advance; or
 - (b) as soon as practicable in emergencies.
- (3) Management may not charge parental or postpartum recovery leave against any accrued leave balance on the employee's record.
- (4) Excess leave may be paid out as necessary to comply with this section.
- (5) No person may interfere with an employee's intent to use parental or postpartum recovery leave or retaliate against an employee who receives parental or postpartum recovery leave.
- (6) Parental leave is administered as follows:
 - (a) An employee is qualified for parental leave when the employee is assuming a parental role for a child or incapacitated adult and:
 - (i) is the child's biological parent;
 - (ii) is the spouse of the person who gave birth to the child;
 - (iii) is the adoptive parent of the child, unless the employee is the spouse of the pre-existing parent;
 - (iv) is the intended parent of a child born under a validated gestational agreement;
 - (v) is appointed the legal guardian of a child or incapacitated adult; or
 - (vi) is the foster parent of the child;
 - (b) Management shall grant up to three weeks of paid parental leave to an employee who gives notice that they intend to use paid parental leave;
 - (c) Management calculates the amount of leave for each employee based on the number of hours the employee would have worked per week if they had not taken parental leave.
 - (d) An employee may use parental leave within the six months immediately following the qualifying event from Subsection (6)(a); and
 - (e) An employee may use parental leave intermittently when:
 - (i) the employee and management have written mutual consent for intermittent use; or
 - (ii) a health care provider certifies the need for intermittent leave due to the child's serious health condition.
 - (f) Parental leave:
 - (i) runs concurrently with leave under the FMLA;
 - (ii) runs consecutively with postpartum recovery leave pursuant to Subsection (6)(f)(ii);
 - (iii) is limited to three weeks within any 12-month period;
 - (iv) does not increase when:
 - (A) more than one child is born from the same pregnancy;
 - (B) more than one child is adopted;
 - (C) the employee is appointed legal guardian of more than one minor child or incapacitated adult; or
 - (D) more than one foster child is placed in the employee's care.
- (7) Postpartum recovery leave is administered as follows:
 - (a) An employee is qualified for postpartum recovery leave when the employee gives birth at 20 weeks or greater gestation;
 - (b) Management shall grant up to three weeks of paid postpartum recovery leave to an employee who gives notice that they intend to use paid postpartum recovery leave;
 - (c) Management calculates the amount of leave for each employee based on the number of hours the employee would have worked per week if they had not taken postpartum recovery leave;
 - (d) Postpartum recovery leave begins on the date the employee gives birth unless a health care provider certifies the medical necessity of an earlier start date;
 - (e) An employee shall use postpartum recovery leave in a single continuous period, unless otherwise authorized in writing by the director of the division; and
 - (f) Postpartum recovery leave:
 - (i) runs concurrently with leave under the FMLA;
 - (ii) runs consecutively with parental leave under Subsection (6) with postpartum recovery leave used first pursuant to restrictions in Subsection (d); and
 - (iii) does not increase when more than one child is born from the same pregnancy.

Name	population	# of holidays/yr
State of Utah		12
Salt Lake City	209,593.00	13 plus 1 personal holiday per calendar year taken upon request of the employee & as approved by a supervisor. Employees may not bank a worked holiday.
West Valley	134,470.00	11 days
West Jordan	114,908.00	13 holidays plus 1 floating per year. That personal floating day to be received at date of hire

Provo City	113,343.00	11 holidays plus a floating holiday
Saint George	104,578.00	12 paid holidays, and 1 floating holiday. if unused, holiday time can be used as PTO
Lehi City	90,227.00	12 holidays (including 1 determined by city admin)
Orem City	95,519.00	12 paid holidays per year
Sandy City	91,943.00	12 paid holiday s including 1 Mayor's holiday
Ogden City	87,267.00	14 paid holidays
South Jordan	84,528.00	12 holidays plus 1 Mayor determined Holiday

Herriman	60,049.00	13 holidays
Layton	83,516.00	13 paid holidays

findings:

- ** out of 12 entities 7 offer somekind of vaction/sic
- ** 11 out of 12 entities offer sick but our PTO accru
- ** 7 out of the 12 entities have 13+ holidays
- ** none of the entities do the 23 pp accrual adjustn

sick hr	Vacation Hrs
4hrs pp sick not paid out	Less than 5 yrs – 4hrs accrual per pp at least 5yrs & less than 10 yrs – 5 hrs accrual per pp At least 10 yrs & less than 20 yrs – 6 hrs accrual per pp 20 yrs or more – 7 hrs accrual per pp
Each FT employee accrues sick leave at a rate of 4.62 hours per pay period. FT employees who have accumulated 240 hours of sick leave may choose to convert up to 64 hours of the sick leave earned and unused during any given year to vacation	PP 0 – 3 3.73 4 – 6 4.42 7 – 9 4.81 10 – 12 5.54 13 – 15 6.15 16 – 19 6.77 20 + 7.69
none as of 2006 but any grandfathered amounts will be paid off at time of termination to the rate they were making in 2006	0-4 years /// 4 hours 5-9 years /// 5 hours 10-14 years /// 6 hours 15-19 years /// 7 hours 20+ years /// 8 hours Ft benefited employees, excluding probationary employees, receive an additional 80 hours of paid time off at the beginning of pay period 24. Fire Department 24-hour employees will receive 120 hours of PTO. Part-time benefited employees receive this lump sum of PTO in proportion to hours worked at the rates above
FT receive 3.7 hrs pp a total of 96 hr yearly 3/4 time receive 2.77 hrs pp total 72hrs yearly. Shift scheduled FF receive 5.54 hrs pp total 144 hrs yearly	0-4 years /// 4 hours 4-9 years /// 4.92 hours 9-14 years /// 5.85 hours 14-20 years /// 6.46 hours 20+ years /// 7.69 hours

sick accrues at 3.6924hrs/pp (96hrs/year)	3.8462 hrs/pp (100hrs yr) and it goes up evry 5years to 4.4616,5.3847,6.9231
12 days of sick leave a year (3.69 hrs/pp)	0 - .99 years - front loaded 80 hours of PTO @ new hire, then accrues 4.00 hours PP 1-3.99 years - accrues 7.08 per pay period 4-11.99 years - accrues 8.62 per pay period 12+ years accrues 10.31 per pay period
Employee Type // Hrs of Sick Leave PP Regular FT // 3.69 hours (96 hours/year) Police FT // 4.00 hours (104 hours/year) Fire/EMS FT // 5.54 hours (144 hours/year) Benefitted PT // 2.78 hours (72 hours/year)	Regular full-time employees shall accrue vacation leave upon hire at the rate of 3.46 pp 90 hours a year, increasing 5.71 hours for each additional year of service up to 170 hours a year.
employees received 96 hrs of sick leave each year up until 2023	employees receive a minimum of 120 hrs of vacation yearly. 0-5 yrs 6.51 hrs pp (169 hrs/yr) 6-10 yrs = 7.43 hrs pp (193 hrs/yr) 11 + yrs = 8.36 hrs pp (217.36 hrs/yr)
none	hire to 5 = 6.7 hrs/pp (174 hrs/yr) 6- 10 yrs = 8.3 hrs/pp (216 hrs/pp) 11 yrs + = 10 hrs/pp (260 hrs /pp)
12 working days per year, accrue 3.70 per pp	0-2.99 yrs = 3.08 hrs/pp (10 days per year) 3 -8.99 yrs = 3.70 hrs/pp (12 days per year) 9-14.99 yrs= 4.62 hrs/pp (15 days per year) 15 + yrs = 6.15 hrs /pp (20 days per year)
2.Full-time employees shall accrue 3.69 hours of sick leave per pay period.	0-4.99 yrs = 4 hrs/pp (104 hrs per year) 5 -9 yrs = 4.62 hrs/pp (120 hrs per year) 10 -14 yrs= 6.15 hrs/pp (160 hrs per year) 15 - 19 yrs = 6.92 hrs /pp (180 hrs per year) 20 + years = 7.69 hrs/pp (200 hrs per year)

*Sick/Bereavement time accruals are added at each payday and accrue at a rate of .0462 per hour worked (96 hours per year). *An employee who is separated from employment shall be compensated for 25% of accrued annual Sick/Bereavement time up to 600 hours.	0-5 yrs 2 weeks yearly 3.07 5yrs -10 yrs 3 weeks yearly 10 yrs- 15 yrs 4 weeks yearly 15 yrs plus 5 weeks yearly
Sick Leave – Accrual of 3.6924 hours/pay period (8 hrs/month) -May accrue up to maximum of 1000 hours -After five (5) years service, one third (1/3) of accrual balance is paid upon termination	0 - 5 yrs accrue at 3.6924 hrs/pp (8hrs month) - Accrual rates increase after five (5), ten (10) and fifteen (15) years of service

ok buy out

market is pretty competitive

payments all of them at calendar or fiscal year

personal time	rollover
none	yes sick and vacation
Months of Consecutive Employment // Hours of Leave (Annual) Less than 6 40 Less than 24 60 24 + 80	yes sick and vacation
none	
none	Sick leave may be accumulated indefinitely, but not paid out at time of separation

none	
none	Max carryover on PTO 0-3.99 years - 256 hrs 4-11.99 years - 296 hrs 12+ years - 336 hrs
none	Employee Type // Vacation Carry Over Max Regular Full-time // 240 Police Full-time // 258 Fire/EMS Full-time // 336 Benefitted Part-time // 180
none	pto max carry over 336 hrs
none	max accrual 320 hrs.* Any PTO hours over the 320 -hour maximum accrual limits as of January 1 of each year will be forfeited.
	Sick Hours over 960 automatically convert to vacation in January each year.
Full-time employees shall receive one (1) personal time off day per fiscal year	

none	Employees can carry over up to 320 vacation hours at the end of every calendar year.
none	May accrue up to 1000 hrs of sick

cap

sick not capped pto capped at 320 hrs

Up to 9 years = 30 days/ 15 shifts/ 240 hours
After 9 years = 35 days/ 17.5 shifts/ 280 hours
After 14 years = 40 days/ 20 shifts/ 320 hours

An employee may carry over up to 320 hours of paid time off . Any hours over 320 hours will be forfeited at the end of pay period 23 of each year.

Employees may accrue up to two years' worth of vacation accruals.

vacation cap 320 hrs
No Cap on sick. If someone retires meeting either URS retirement guidelines or years of service guidelines they are paid out 25% of their accrued sick leave.
Employee Hired-- Sick Leave Carry Over Max* after 12/31/12 Regular Full-time -- 480 hours Police Full-time -- 516 hours Fire/EMS Full-time -- 672 hours Benefitted Part-time -- 360 hours
pto max carry over 336 hrs
max accrual 320 hrs
Hours over 240 or 480 for Sworn Fire Personnel are automatically paid out at the employees' hourly rate of pay each year in January
0-4.99 yrs = cap at 240 hrs 5 -9 yrs = cap at 280 hrs 10 -14 yrs= cap at 320 hrs 15 - 19 yrs = cap at 320 hrs 20 + years = cap at 320 hrs

The cap on vacation is 5 weeks (6 for manager level and above). The cap on sick is 600 hrs yearly Any accruals over 600 hours, at the end of the calendar year, will be bought back by the City and deposited into the employee's 401k or 457 retirement plan or added to an employee's paycheck. The buyback percentages are based on tenure as listed below:

- After the 5 year anniversary the buyback will be at 25%
- After the 10 year anniversary the buyback will be at 30%
- After the 15 year anniversary the buyback will be at 35%
- After the 20 year anniversary the buyback will be at 40%
- After the 25 year anniversary the buyback will be at 45%
- After the 30 year anniversary the maximum buyback will be at 50%

MAX vacation time accrue up to a maximum of two-hundred and forty (240) hours (by the end of the 1st pay period in January) each year

notes

sick not paid at time of term

Vacation Allowance: As a recruiting incentive, the mayor (or mayor's designee) or the city council may authorize a one-time allowance of up to 120 hours of vacation leave.

All holiday hours, including personal holidays, must be used in no less than regular full day or shift increments

Department directors, the mayor's chief of staff, the mayor's chief administrative officer, up to two additional senior positions in the mayor's office as specified by the mayor, the executive director of the city council, and justice court judges will accrue 7.69 hours each bi-weekly pay period. Department directors and those included in Paragraph B of this subsection may accumulate up to 320 hours of vacation without regard to their years of employment with the city. NO BUY-OUT PROGRAM ONLY SICK TO VACTION CONVERSION YEARLY OF UP TO 64 HRS

Cash out PTO (upon City manager approval)= Employees must cash in at least 20 hr. and must have at least 80hrs left in their PTO bank

An employee may carry over up to 320 hours of paid time off (415 Fire 24 hour employee). Any hours over 320 hours (415 Fire Department 24-hour employees) will be forfeited at the end of pay period 23 of each year.

Employees may convert 25% of accrued and unused time at the end of each fiscal year. Converted time can converted to vacation or cashed out at the end of the calendar year

Sick gets 50% of accrued but not used bought out each November (unless you have less than 200 and then you can choose not to get bought out)
sick leave conversion: max of 6 work weeks can be converted at rate of 2 hrs sick x1 hrs vacation OR 2hrs sick X 1 hr paid into retirement health savings plan either plan abides by at least 6 weeks need to stay in sick pool. No payment shall be made of unused, unconverted sick leave balances at the time of separation from the city, except for in the event of retirement according to the stipulations provided in this policy.
max annual pto cash out is 80 hrs at 1 X .5 rate
** Department Heads will accrue bi-weekly PTO at 10.0 hours from date of hire.

Managers and Directors will accrue a week of vacation in addition to the accruals above. Any accruals over 320 hours, at the end of the calendar year, will be bought back by the City and added to into the employee's 401k or 457 retirement plan or an employee's paycheck. The buyback percentages are based on tenure as listed below:

- a. After the 5 year anniversary the buyback will be at 50%
- b. After the 10 year anniversary the buyback will be at 70%
- c. After the 15 year anniversary the buyback will be at 90%
- d. After the 20 year anniversary the buyback will be at 100%

Annually (each October) employees may convert up to one-third (1/3) of the current year unused sick leave accrual into 'cash', 457 or 401k plan or to be transferred to annual leave. Employees with more than 480 hours accrued may convert up to two-thirds (2/3) cash, 457, 401k, or annual leave.

-Receive 40 hours upon date-of-hire, will accrue at a reduced rate (2.154) during 1st year of service

Name	population
State of Utah	22,000
Salt Lake City	209,593
West Valley	134,470
West Jordan	114,908
Provo City	113,343
Saint George	104,578
Lehi City	90,227
Orem City	95,519
Sandy City	91,943
Ogden City	87,267
South Jordan	84,528
Herriman	60,049

Brigham City	19,650
Las Cruces NM	
Layton	83,516
Davis County	378,470
Morgan County	12,295
West Bountiful	5,917
Centerville	16,884
Syracuse	32,141
Clinton	23,597
Kaysville	32,941
Farmington	24,531

Bountiful	43,056
Layton	81,773
North Salt Lake	21,907
Woods Cross	11,482
Mapleton City	11,365
Herriman	55,144
Spanish Fork	42,602

maternity/paternity leave

Paid Postpartum Leave: 3 weeks. Utah employees are eligible for an additional 3 weeks of paid postpartum leave if employee gives birth to a child.

- o Must be used immediately after birth.
- o Must be used in a single continuous period.
- o Must run concurrently with any FMLA used.
- o Must run consecutively to parental leave.

Full-time employees who become parents through birth, adoption, or foster care may take up to six consecutive weeks of paid parental leave to care for and bond with the child. An employee may be allowed to take parental leave up to one year from the date of a child's birth or, in the case of adoption or foster care, the date a child is placed in the employee's home. Parental leave may be taken during a new employee's probationary period. The probationary period will be extended by an amount of time equivalent to the parental leave taken

PENDING: looking at adding maternity, paternity and caregiver leave; potentially 4 week parental leave and 2 weeks of caregiver leave

do offer employees up to 40 hours of parental leave for the birth or to bond with a newborn or newly placed 2 weeks of paid parent leave for the birth of a child plus an additional 4 weeks of paid leave for employees who are the birthing parent.

Maternity Leave. Full-time female benefitted employees are eligible to use up to three weeks (120 hours) of paid maternity leave after the birth of her child. Paid maternity leave can be used consecutively or intermittently. Eligible employees must notify their supervisor on the pending birth of a child as soon as possible. Human Resources is responsible for approving maternity leave requests and must obtain documentation verifying the birth of the child. Eligible employees must use their maternity leave within 3 months of childbirth

Caregiver Leave: Caregiver leave is paid leave available for eligible employees to care for immediate family members with serious medical conditions or to bond with a newborn after birth or after an adoption placement. Caregiver leave is not available for an employee's own medical event.

Full-time employees may request a maximum of 80 hours paid caregiver leave per rolling 12 month period measured backward from the start date an employee uses caregiver leave.

Immediate family will be considered the same as those that meet the definition for FMLA purposes unless otherwise approved by the City Manager.

Caregiver leave shall be approved by an employee's Department Director

Caregiver leave does not accrue.

Caregiver leave is not a job protection.

If the employee requesting Caregiver Leave is not expected to return back to his/her original position the request may be denied.

The purpose of Caregiver Leave is for situations related to certain immediate family caregiving reasons.

All full-time eligible employees shall be allowed to use up to 120 hours (employees working 48/96 schedule: 180 hours) paid parental leave and:

- may not be used before the day on which:

othe parental leave eligible employee's child is born;

othe parental leave eligible employee adopts a minor child; or

othe parental leave eligible employee is appointed legal guardian of a minor child or incapacitated adult;

160 hrs paid run concurrently with FMLA

4 Weeks Parental

4 Weeks Parental; 4 Weeks Maternity

Utilization of All-Purpose Leave. Eligible employees may utilize all-purpose leave for reasons of their own choosing. The primary purpose for all-purpose leave, however, is to protect the employee's income during periods of short term illness or when the employee must be absent from work in order to conduct personal business. Employees are encouraged to use their all-purpose leave carefully until they have accrued enough hours to provide adequate protection in the event of short term illness. In the event an employee is absent from work due to illness the employee must first use any and all accrued all-purpose leave prior to using other forms of leave. All-purpose leave hours used for employee illness will be recorded on the employee's time card or pay record. All-purpose leave hours that are used for reasons other than employee illness are to be recorded separately on the time card or pay record. Accrual. **Full-time employees accrue all-purpose leave at the rate of five days per year (3.33 hours per month). Part-time employees accrue all-purpose leave at the rate of two and one half days per year (1.66 hours per month).** All-purpose leave can accrue to a maximum of 300 hours. All-purpose leave hours that accrue in excess of the maximum will be cashed out at the end of each calendar year.

Utilization of Long-Term Sick Leave. The long-term sick leave benefit is designed to protect the income of eligible City employees who are absent as a result of acute or long-term illness. Except as otherwise provided in Subsection (m), the use of long-term sick leave will be restricted to periods of actual employee illness or physician certified recovery from illness. Accrual. **Full-time employees accrue long-term sick leave at the rate of seven days per year (4.67 hours per month). Part-time employees accrue long-term sick leave at the rate of three and one half days per year (2.34 hours per month).**

First Day Coverage: Long-term sick leave may be used to cover the first day of illness under the following circumstances:

- In-patient care requiring an overnight stay at a hospital, hospice, or residential care facility.
- Necessary out-patient surgery or procedures, including colonoscopy. Elective or cosmetic surgery does not qualify for long-term sick leave.
- Chronic illness of a serious nature which is characterized by periods of remission and relapse and requires continuous monitoring and intervention by a health care provider.
- Injury as the result of an accident which causes major trauma.

3 weeks parental; 6 weeks maternity

MATERNITY LEAVE. A. An employee who becomes pregnant may continue working until such time as she can no longer satisfactorily perform her duties. Upon recommendation of the City Administrator and approval of the City Council, an employee may be granted leave without pay for a specified period of time, not to exceed one (1) year. Woods Cross City may fill vacancies created by such leave with temporary or provisional appointments. At the expiration of a leave without pay, the employee shall return to the same position, where feasible, or to a similar position. Failure of the employee to report promptly at the expiration of such leave without pay shall be considered a resignation without notice. B. Regulations governing sick leave, annual leave, and leave-without-pay will apply. During leave-without-pay in excess of thirty (30) calendar days <u>vacation leave</u> <u>sick leave</u> <u>or time toward annual performance evaluation</u> 1 week parental; 3 weeks maternity
1 week parental; 3 weeks maternity

notes
● Paid Parental Leave: 3 weeks. Utah employees are eligible for 3 weeks of paid parental leave if the employees is the birth parent, legally adopts a minor child, is the intended parent of a surrogacy birth, or is appointed the legal guardian of a minor child or incapacitated adult. ● Must be used within 6 months of birth/adoption/etc. ● Must run concurrently with any FMLA used. ● May not be used intermittently, unless: by mutual written agreement between the state employer and the parental leave eligible employee; or a health care provider certifies that intermittent leave is medically necessary due to a serious health condition of the child ● Must run consecutively to postpartum recovery leave
plus fmla rules apply
fmla rules apply
fmla rules apply
fmla rules apply
fmla rules apply
fmla rules apply
fmla rules apply
fmla rules apply

- may not be used more than 6 months after the qualifying event
- in no case will an employee receive more than 3-weeks of paid parental leave in a rolling 12-month period, regardless of whether more than one birth, adoption or foster care placement event occurs within that 12-month time frame
- may not be used intermittently, unless:
oby mutual written agreement between the Mayor and the parental leave eligible employee; or
oa health care provider certifies that intermittent leave is medically necessary due to a serious health condition of the child. If intermittent leave exceeds the Parental Leave allotted amount, the eligible employee will be required to start FMLA claim through the Short-Term Disability provider

fmla rules apply

fmla rules apply

fmla rules apply

fmla rules apply

Qualified FMLA leave for non-employee illnesses in accordance with the limitations set forth in Subsection (m). Use of Long-Term Sick Leave for Qualifying Family Medical Leave. Employees may utilize up to 40 hours of accrued long-term sick leave for non-employee illnesses when such leave qualifies as family medical leave and is taken in accordance with Section 5.080. While it is acknowledged that long-term sick leave is generally limited to leave necessitated by the employee's own injury, illness or incapacity as defined herein, this provision permits employees to utilize a portion of their accrued long-term sick leave for nonemployee illnesses when such leave qualifies as family medical leave under Section 5.080. No waiting period shall be required for use of long-term sick leave for non-employee illnesses as family medical leave as provided herein. The use of long-term sick leave as provided herein shall be limited to 40 hours per rolling 12-month period as defined in Section 5.080.

fmla rules apply

fmla rules apply

fmla rules apply

fmla rules apply



Davis School District

Paid Postpartum Recovery Leave and Paid Parental Leave

Effective July 1, 2025, and in accordance with DSD Policy 2HR-209, Davis School District employees who are eligible for sick leave and personal/vacation leave are also eligible for paid postpartum recovery leave and/or paid parental leave in certain situations. Specific details of this paid leave are explained below.

Mothers giving birth to a child

A mother giving birth to a child is eligible for up to three weeks of paid postpartum recovery leave. Specifically, any contract days occurring during the immediate three weeks following the date of birth will be paid as postpartum recovery leave. Additionally, the birth mother will also receive three weeks of paid parental leave that may be used anytime up until six months following the date of birth. This paid parental leave may be used consecutively or intermittently.

Birth fathers, adoptive parents, and legal guardians

Birth fathers, parents adopting a minor child, and individuals appointed the legal guardian of a minor child or incapacitated adult are eligible to receive three weeks of paid parental leave. This leave may be used anytime during the six-month period beginning with the date of birth, adoption, or legal guardianship. This paid parental leave may be used consecutively or intermittently.

Applying for this paid leave

To apply for the paid postpartum recovery leave and/or the paid parental leave, you will need to submit a request in Encore. To do this, search “Parental Leave Application” in Encore. This will bring up the “Parental Leave Application” screen where you will be prompted to create an application and enter some information, including the actual date of birth, adoption, or legal guardianship. (Please note, this cannot be done prior to the date of the event.) After you have submitted your request in Encore, you will receive email confirmation when the application has been approved and the paid postpartum recovery leave and/or paid parental leave will be loaded into your paid leave balances and available to use through the Leave Request system in Encore.

Requesting a leave of absence from your position

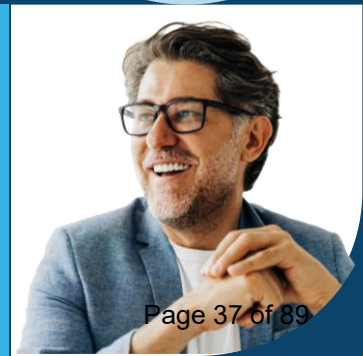
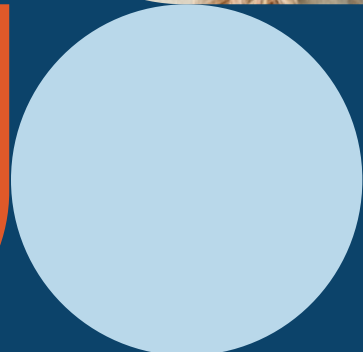
Employees who have been employed by Davis School District for at least twelve months are eligible for up to twelve weeks of family medical leave for the birth or adoption of a child. (Employees who have been employed for less than twelve months are still eligible for

a leave of absence of up to six weeks for the birth of a child.) During this period of leave, the employee can use paid postpartum recovery leave, paid parental leave, sick leave, and personal/vacation leave to provide for continuing compensation. If and when those leave balances become exhausted, any remaining time away will be leave-without-pay.

Any employee anticipating an extended leave of absence (ten consecutive workdays or more) for the birth or adoption of a child needs to have a leave of absence approved. To do this, please send an email to Steve Baker, Human Resources Associate Director, (stbaker@dsdmail.net) requesting the leave of absence. Be sure to indicate the approximate starting date of your leave of absence and how long you are planning on taking off. When feasible, this request should be submitted 1-2 months prior to the starting date of your leave of absence.

EMPLOYEE BENEFITS TRENDS

Annual Total Rewards Report





Welcome to the GBS Annual Total Rewards Report. Crafted by our team of experts, this report offers a comprehensive analysis of the latest trends in employee benefits. Drawing on extensive data from a wide array of industry leaders, we provide critical insights to help organizations:

- › **Anticipate Emerging Trends:** Discover the top benefits and strategies employers are prioritizing.
- › **Make Strategic Decisions:** Understand key factors influencing employee benefits choices.
- › **Assess Market Performance:** Gain insights into the overall performance and competitiveness of the benefits market.
- › **Maximize Program Success:** Access best practices and actionable strategies for optimizing your total rewards programs.

Designed to support HR and company leaders in making informed decisions, this report is an essential resource for navigating the evolving landscape of employee benefits.

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Key Findings

Benefits Landscape

- › The increase in healthcare costs has not slowed. Adding to the strain, list prices for new drugs continue to skyrocket (up 35%) and government underpayments are shifting costs to employer plans (Medicare paid \$0.82 for every dollar spent caring for patients).
- › Access to mental health professionals continues to be a challenge with an estimated 350 individuals per one mental health provider. The situation could be more dire as the count may include providers no longer practicing or accepting new patients.
- › The leave landscape is complex and continuously evolving. State specific leave legislation continues to be a hot topic with 13 states + D.C. with mandates, 8 states with voluntary systems and other states with legislation introduced or passed with a future effective date.
- › Employers should keep an eye on litigation and trending issues from an HR and benefits compliance standpoint, including new ACA requirements, worker classification issues, I-9 compliance and EEO-1 reporting, increased enforcement of mental health parity and emerging legislation and litigation surrounding Pharmacy Benefit Managers (PBMs) and ERISA fiduciary duty.

Employer Priorities

- › Employers ranked managing high-cost claimants and enhancing benefits to improve attraction and retention as important or very important strategies for the next 3-5 years.
- › Job openings continue to outnumber job seekers, signaling to employers the need to closely monitor wage data to inform compensation planning and retention strategies. While inflation temporarily outpaced wage growth, inflation has slowed while wage growth remains somewhat stable.
- › Pay transparency regulations continue to spread, now more than 25% of workers live in a city or state with mandatory pay transparency laws. Many states have pending legislation.
- › Employee retention remains the top priority for employers, especially as the labor market shows signs of cooling. Half of employers identified compensation as the most challenging priority, driven by continued changes in labor market conditions and the regulatory landscape.
- › To cater to a broader set of employee needs, 48% of employers plan to increase their benefits spanning the family and reproductive healthcare journey. 75% of employers note that these benefits are key for attracting and retaining talent.
- › Psychological safety at work is important to employees and good for employers. 81% of workers who feel mentally or emotionally safe in their workplace report that workplace stress does not affect their mental health.

Key Findings

Bending the Curve

- › Employers can bend the cost curve down through alternate funding arrangements, varied network options, or using our GBS Rx Advantage program.
- › Retaining talented people is cheaper than buying their replacements. Cost of turnover is estimated at 30-50% of annual wages for a frontline employee and 60-100% or more of annual salary for management-level roles.
- › Employers are still considering lifestyle spending accounts and adoption of LSAs continues to increase. Personalized member support vendors offering member-specific healthcare guidance is another trending benefit.



01

Benefits Landscape

GBS TOTAL REWARDS REPORT

Population Health Management

Access to Timely & Affordable Care

- › **49%** of employers believe their employees have a "high" or "moderate" level of concern about ability to schedule timely appointments for care ¹
- › **58%** of employers believe their employees have a "high" or "moderate" level of concern about the affordability of cost sharing ¹

Virtual Care & Telemedicine

- › Virtual primary care is being offered by **17%** ² of employers
- › **64%** of employers say they have expanded their virtual care offerings beyond telemedicine, or will do so in 2024 ²
 - Primary areas include behavioral health and addressing specific health conditions like diabetes and musculoskeletal (MSK) issues
- › **91%** of firms cover some health care services through telemedicine (97% of firms with 200+ workers, 89% of firms with 50-199 workers) ¹
 - **60%** say telemedicine will be "very important" or "important" in providing access to enrollees in the future
 - **71%** say telemedicine will be "very important" or "important" in providing access to behavioral health services in the future
 - **61%** say telemedicine will be "very important" or "important" in providing access to primary care in the future

Employee Health & Wellness

- › Global corporate wellness industry valued near 60 billion in 2023 and expected to increase to 85 billion by 2030 (North America accounts for about 1/3 of this market size) ³
 - Areas where investment is decreasing: ⁴
 - Onsite and on-demand fitness classes, biometric screenings, free healthy food, and health fairs
 - Areas where investment is increasing: ⁴
 - Mental health, stress management and resilience tools, telemedicine, mindfulness and meditation programs, and lifestyle spending accounts
 - Clinical intervention: investment in weight management and disease management programs has grown significantly, highlighting the need for solutions that improve employee health outcomes and contain or reduce long-term healthcare spend

Population Health Management

Pharmacy



Joe Tooley
PharmD, MBA
GBS Pharmacy Consultant

- › New biosimilars offered promise, but little savings in 2023. Humira which is nearly \$7K per fill dominated formularies. Amjevita (Jan 1st) was announced at \$3K per fill, and Yusimry (July 1st) was announced at a cost of \$569 per fill.
- › There has been a surge in prescribing and usage of GLP-1 agonist class of diabetes medications for their weight loss properties - primarily Ozempic and Mounjaro for adults with type 2 diabetes.
 - **Covered:** Drugs like Ozempic, Mounjaro, Trulicity, Victoza for type 2 diabetes, often with prior authorization criteria.
 - **Not Covered:** “Pre-diabetes” - with or without obesity as a co-morbidity or as weight loss medications.
- › National shortage of Adderall in 2022 and 2023. Patients switched to other medications like Focalin, Vyvanse, Concerta, Ritalin, and other generics. This migration overwhelmed the system and resulted in higher costs for members and plans.

Behavioral Health



Catherine Van Tassell
MPAS PA-C, LCSW, DipACLM
GBS Behavioral Health Consultant

- › Substance abuse has increased. The National Center for Drug Abuse Statistics reports that 14.8 million Americans struggle with alcohol use disorder and 1.6 million people have opioid use disorder. ⁶
- › In the U.S., there are an estimated 350 individuals for every one mental health provider. Figures may be an overestimate of active mental health professionals, as it may include providers who are no longer practicing or accepting new patients. ⁷
- › Surgeon General Dr. Vivek Murthy released a new Surgeon General Advisory calling attention to the public health crisis of loneliness, isolation, and lack of connection in our country. He urged companies and communities to prioritize social connections. ⁸
- › Studies suggest a trend of increasing rates of alcohol-related deaths among female individuals. ⁹

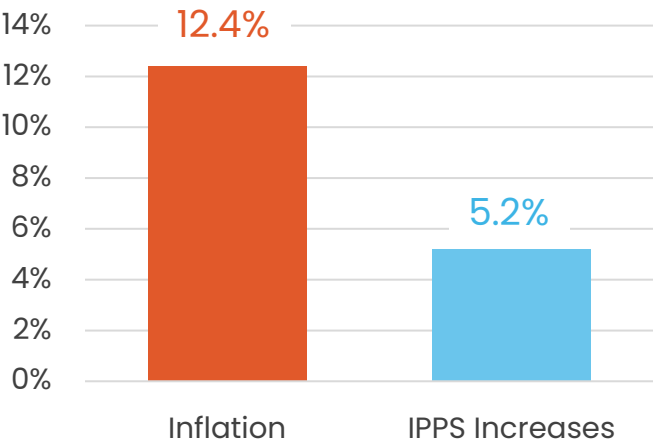
Benefits Landscape

Increase in Healthcare Expenses

- › Drug costs continue to rise. The median annual list price for a new drug in 2023 was \$300,000, up by 35% from the prior year.
- › Plans are requiring more prior authorizations and are denying more claims. This can help contain costs, but also causes a delay in care. The Office of Inspector General (OIG) reported 75% of denials are eventually overturned.
- › The 2-year increase in IPPS (CMS - Inpatient Prospective Payment System) hovers around 2.6% per year, which is also the proposed amount for FY 2025.
- › Medicare paid 82 cents for every dollar spent caring for patients. The government underpayment for healthcare costs shifts the burden to commercial, employer-sponsored health plans.

Government Underpayments Shift Increasing Cost of Healthcare to Employers

Inflation growth was more than double the growth in IPPS reimbursement, 2021-2023

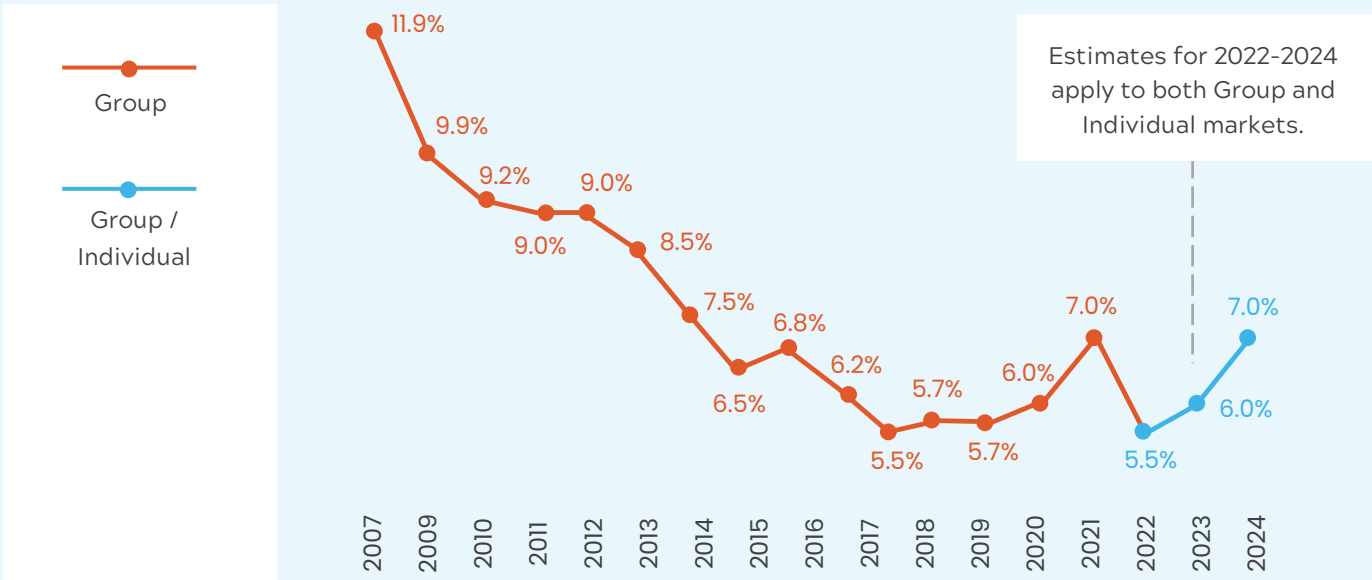


Note: Inflation calculated using annual; average CPI-U between 2021 and 2023 from BLS. IPPS increase from FY2020-2023 market basket increases net of other adjustments.

Medical Cost Trends

PwC Health Research Institute

Medical cost trend continues to rise and is predicted to be 7.0% in 2024, up from 6.0% in 2023. 2009-2004



Benefits Landscape

State-Specific Paid Leave

Mandated Programs

Mandated programs require employers to provide paid family and or medical leave coverage to employees whose work is localized to the state.

Delaware, Maine, Maryland, and Minnesota have passed laws to establish mandated programs starting in **2026**.



Statutory Disability Programs

California: State Disability Insurance

New Jersey: Temporary Disability & Family Leave

New York: Disability Benefit Law

Hawaii: Temporary Disability Insurance

Rhode Island: Temporary Disability / Caregiver Insurance *

Paid Family Leave Programs

California: Paid Family Leave

New Jersey: Family Leave Insurance

New York: Paid Family Leave

Rhode Island: Temporary Caregiver Insurance *

Paid Family Medical Leave Programs

Colorado: Paid Family Medical Leave

Connecticut: Paid Leave

Massachusetts: Paid Family Medical Leave

Oregon: Paid Leave Oregon

Washington: Paid Family Medical Leave

Washington DC: Paid Family Leave *

* Does not allow for private plans. Employers must obtain coverage through the state.

State-Specific Paid Leave

Benefits & HR Compliance

COVID-19 Vaccine Requirements Continue

- › Plans must continue to cover COVID-19 vaccines at no cost at in-network providers.
- › Option to continue stand-alone telehealth benefits through the end of current plan year, if currently offering to individuals not eligible for major medical coverage.
- › Certain HIPAA, COBRA and claims/appeals deadlines that were extended beyond normal deadlines will terminate.

Ongoing Form I-9 Compliance

- › The current form used in the I-9 process for the hiring of new employees was updated on November 1, 2023, with the published edition date of August 1, 2023.
- › Employers should consider the use of the government's e-Verify system as this is required if they choose to hire remote employees and remotely examine their documents through video contact.
- › If remote verification is conducted, the employer must: 1. Record the date and time of the video call on the I-9 form in the comments section, 2. Use the e-Verify system and 3. Obtain quality electronic copies of the identification provided by the candidate in the process.

EEO-1 Reporting

- › Employers with 100 or more employees (or 50+ if a federal contractor) are required to submit demographic workforce data, including race/ethnicity, sex, and job categories.
- › 2023 Reporting happens in 2024.
- › The federal government opened the collection site on April 30, 2024, and qualifying employers must go online and certify their reporting by Tuesday, June 4, 2024. We recommend starting the process as soon as possible.

Benefits Landscape

Litigation & Trending Issues

Possible Increase in ERISA “Fiduciary Duty” Litigation

Past ERISA lawsuits on fiduciary issues have largely focused on the retirement side of ERISA. Retirement plan “excessive fee” litigation has plagued plan fiduciaries for 20 years.

A new lawsuit may shift things to the health side.

- › The *Lewandowski v. Johnson & Johnson* lawsuit is on the health side of ERISA and claiming plan failed to meet fiduciary duty.
- › This may signal a new era of ERISA health benefits lawsuits that allege the fiduciaries of a group health plan have not met their fiduciary duty.

Affordable Care Act New Requirements

By April 1, 2024, all large employers and small employers with self/level funded plans should have filed their 2023 1094/1095 forms with IRS electronically, rather than by paper and mail.

- › Exception: a very small employer can prepare paper versions and file by mail if filing less than 10 tax forms.
- › Filing forms electronically through AIR system can be tricky and complicated, but this requirement signals the IRS intent to continue to move toward all IRS filings in electronic forms instead of paper form that would be mailed.

Air Ambulance Data Collection Expected Regulations

Air Ambulance Data collection current deadline is March 31, 2025. No action is required until we receive final rules on this provision. Rules are expected in the near future:

- › The CAA No Surprises Act (NSA) requires air ambulance providers, insurance companies and employers (that sponsor group health plans) to submit information about air ambulance services that were provided during each calendar year.
- › The gathered data will be used to develop a comprehensive public report on air ambulance services with intent to improve process, transparency and consumer protections.

Federal & State Efforts to Regulate PBM Practices

Many Pharmacy Benefits Manager (PBM) practices contribute to increasing prescription costs.

Lawmakers at both the federal and state level are attempting to better understand these practices and pass laws that create greater transparency and protection to better control rising costs.

- › In response to the state laws that regulate PBM practices, the Pharmaceutical Care Management Association (PCMA) is filing lawsuits, with the arguments that states don't have ability to regulate PBMs because federal ERISA preempts those state laws.
- › Courts have provided mixed decisions on the topic.

Litigation & Trending Issues

Worker Classification Issues That Could Impact Group Health Plans

The FLSA recently released a new analysis for worker classification.

The new analysis will increase size for many employers when using the new FLSA analysis which could trigger several health benefits rules that apply to group health plans, including:

- › ACA employer shared responsibility:
- › ACA 1094/1095 reporting:
- › COBRA:
- › Form 5500
- › Medicare Secondary Payer (MSP) rules

Increasing Focus on Mental Health Parity

The DOL released compliance enforcement results. There is a specific highlight in the report on MHPAEA and is one of many recent indications this topic is a high enforcement priority for the DOL.

Additional indications in last few years include:

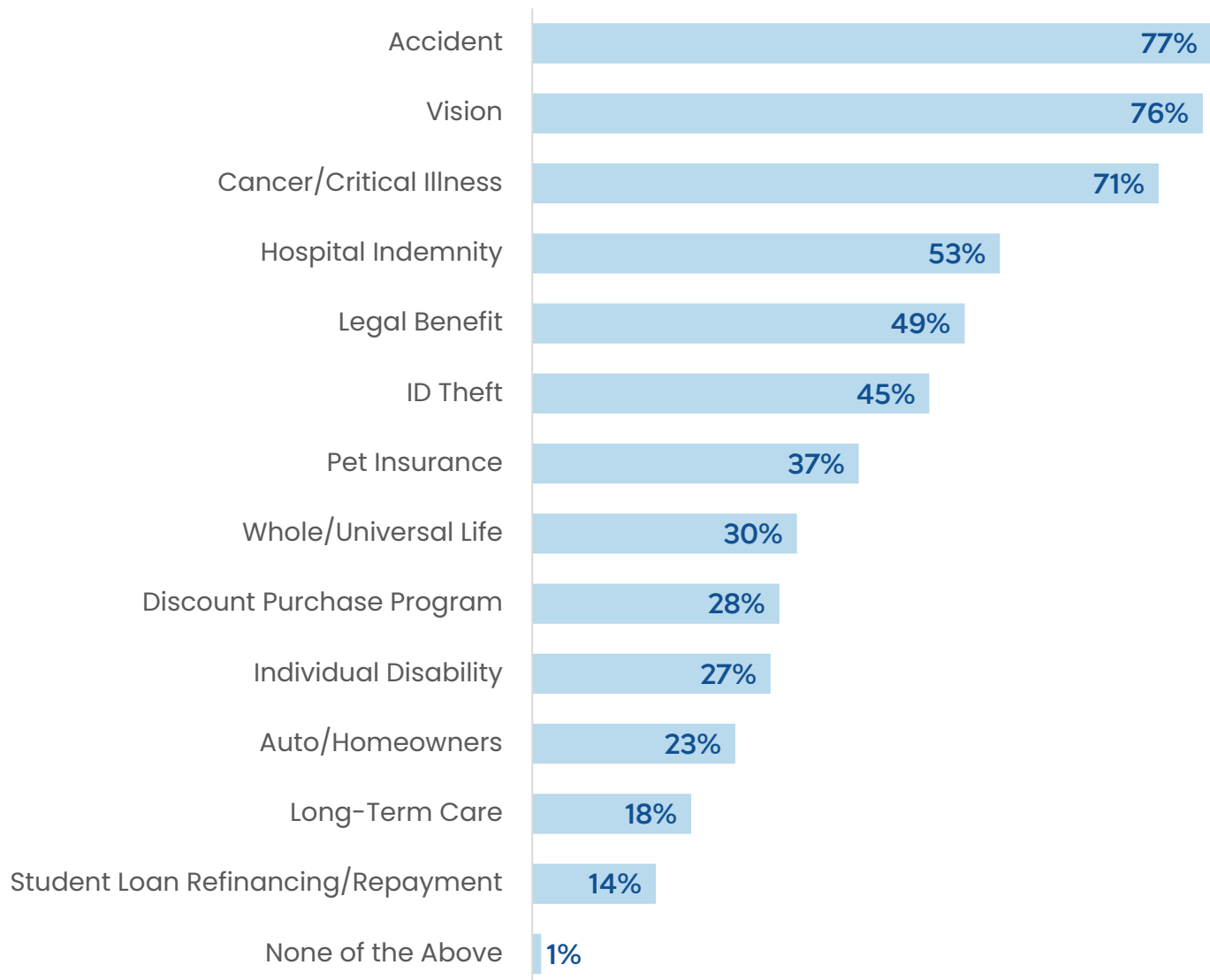
- › The CAA of 2021 requires group health plans to review/document/report on how the plan applies the rules, with focus on issues with nonquantitative treatment limitations (NQTLs).
- › The CAA of 2023 authorizes \$10 million to CMS to fund Mental Health Parity enforcement grants to states.



Voluntary Insurance Benefits

Voluntary Insurance Benefits Offered Through Employers ¹⁰

Paid partially or fully by employee



Did you know...

Compared to the national average, GBS clients have higher participation and utilization of supplemental worksite voluntary plans. Our benefit education, in-house customer service, and claims reminder emails support our clients and their employees in maximizing these plans.

02

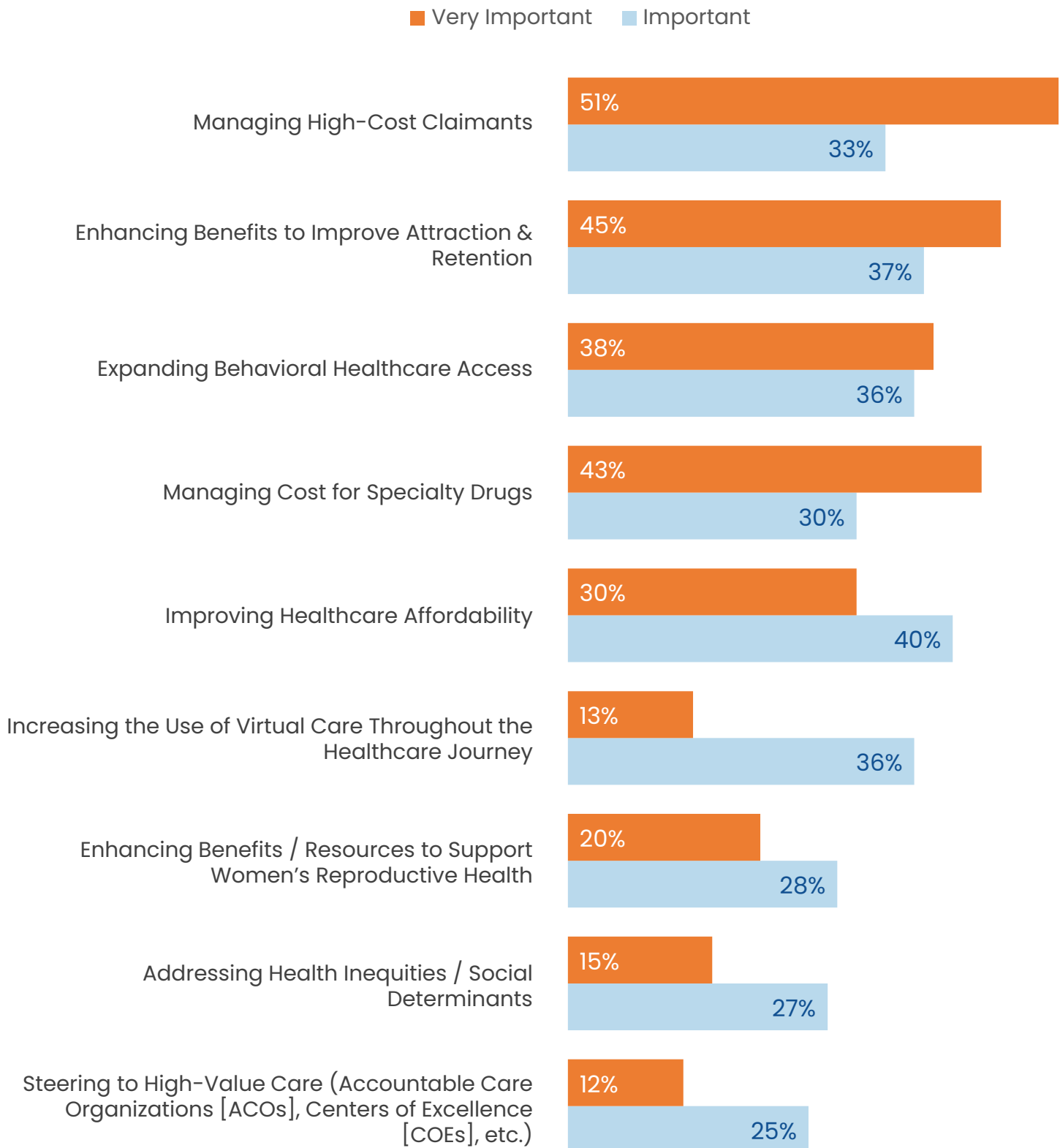
Employer Priorities

GBS TOTAL REWARDS REPORT

Employer Priorities

Health Plan Strategy

Employers' Highest Ranked Strategies for the Next 3–5 Years ¹⁰

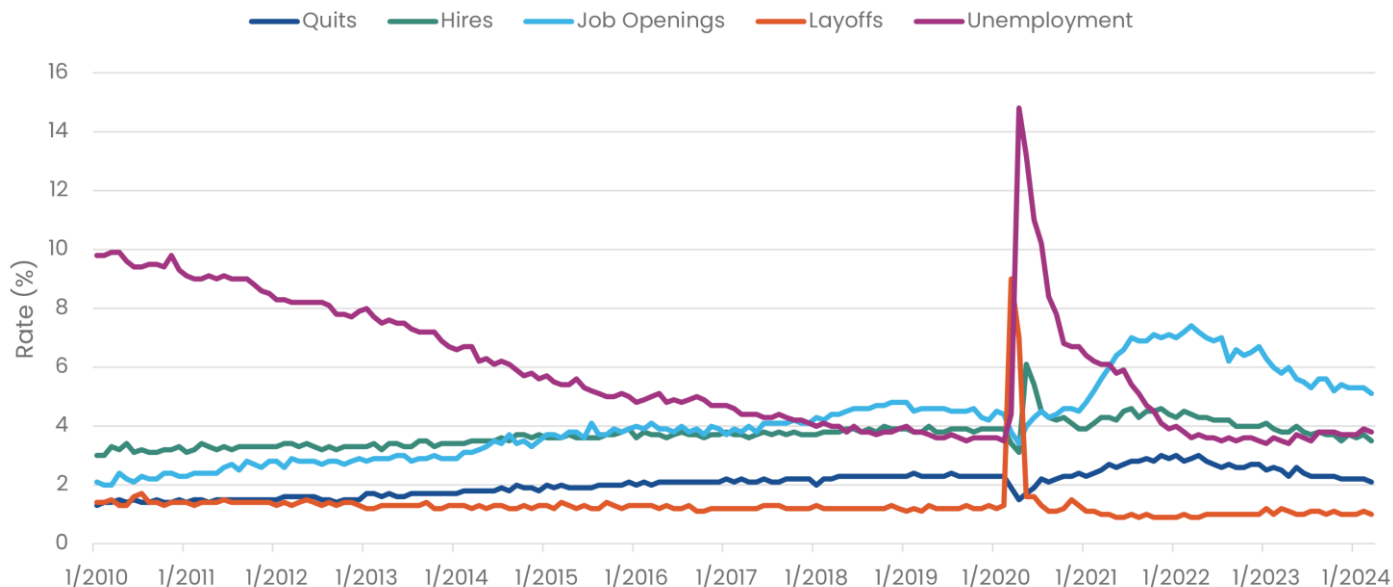


Employer Priorities

Economic Pressures

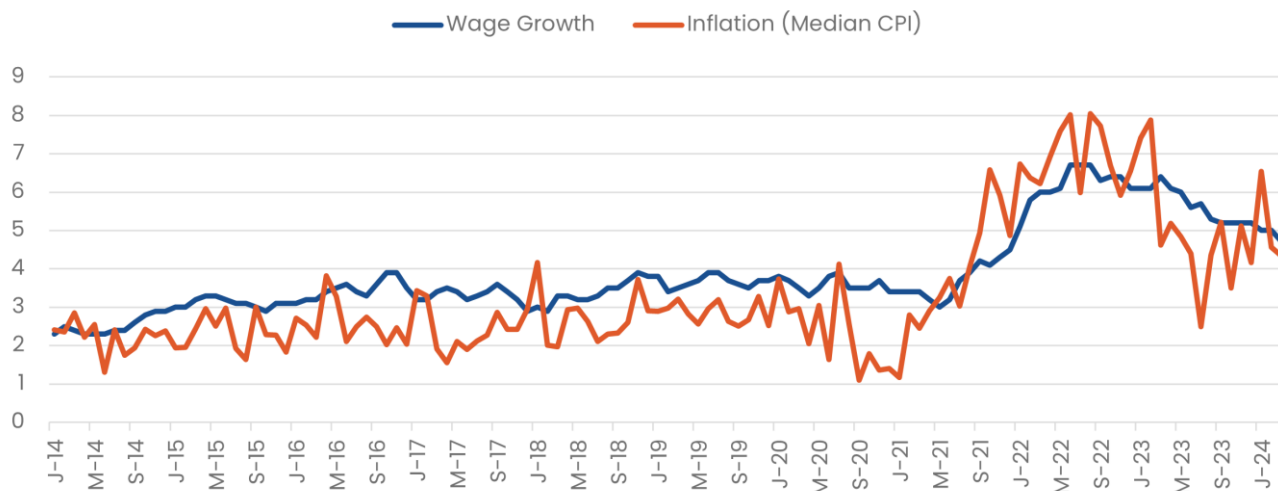
Labor Market Trends ¹¹

The formerly red-hot labor market is showing signs of continued cooling in 2024. Steady declines in quits indicate employees are less confident in making a move. Job openings continue to outnumber job seekers, signaling to employers the need to closely monitor wage data to inform compensation planning and retention strategies.



Wage Growth & Inflation ¹¹

Inflation and a tight labor market drove wage growth rates to record highs. While inflation temporarily outpaced wage growth, inflation has slowed while wage growth remains somewhat stable.



Employer Priorities

Pay Transparency

- › Pay transparency regulations continue to spread. Over 25% of workers are now located in a city or state with mandatory pay transparency laws. ¹²
- › The specifics of these laws vary based on jurisdiction, but at a basic level they require employers to disclose information about employee compensation either to the employees themselves or to the public with the goal of promoting fairness and reducing pay disparities.

Why does this matter for employers?

1. Companies must comply with the laws in the states + localities in which they hire employees.
2. Companies need functional and up-to-date compensation structures to adhere to these laws.

What can employers do to prepare?

- › Be aware of laws that apply to you.
- › Develop or revamp your pay ranges.
- › Prepare for conversations about pay.

Did you know...

GBS offers **Compensation Consulting Services** to help you successfully navigate Pay Transparency challenges.

Current Transparency Laws

- › California
- › Cincinnati, Ohio
- › Connecticut
- › Hawaii
- › Illinois
- › Ithaca, New York
- › Jersey City, New Jersey
- › Maryland
- › Nevada
- › New York
- › New York City, New York
- › Rhode Island
- › Toledo, Ohio
- › Washington
- › Westchester County, New York

States with Pending Legislation

- › Alaska
- › Georgia
- › Iowa
- › Kentucky
- › Maine
- › Massachusetts
- › Missouri
- › Montana
- › New Jersey
- › Oregon
- › South Dakota
- › Vermont
- › Virginia
- › West Virginia

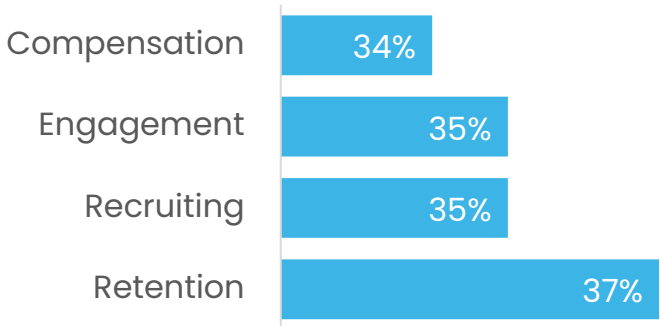
Employer Priorities

Retention & Compensation

- › Employee **retention** remains the top priority for employers, especially as the labor market shows signs of cooling.
- › Half of employers identified **compensation** as the most challenging priority, driven by continued changes in labor market conditions and the regulatory landscape.

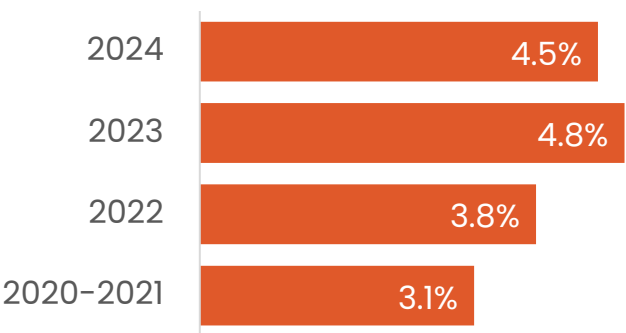
Top Priority Investments ¹³

Attracting and keeping talent remains a top priority, and employers report they are putting their money toward these initiatives in 2024.



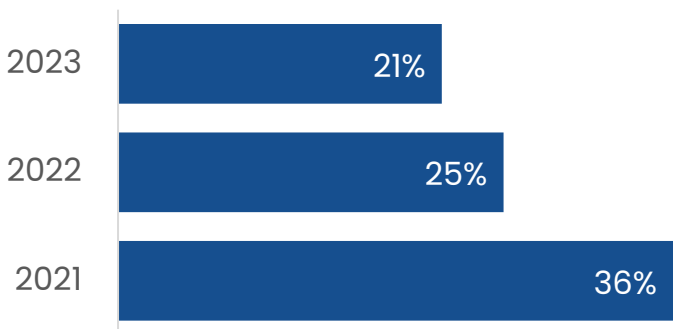
Salary Increase Budgets ¹³

Investment in salary increases hit a record high in 2023. Early indications show 2024 increases declining in response to a cooling labor market.



Voluntary Turnover Cools Off ¹³

Average voluntary turnover is trending down from its peak during the Great Resignation.



Retention and compensation are usually related. With our certified compensation expertise, GBS can help you navigate compensation challenges, resulting in more effective retention efforts.

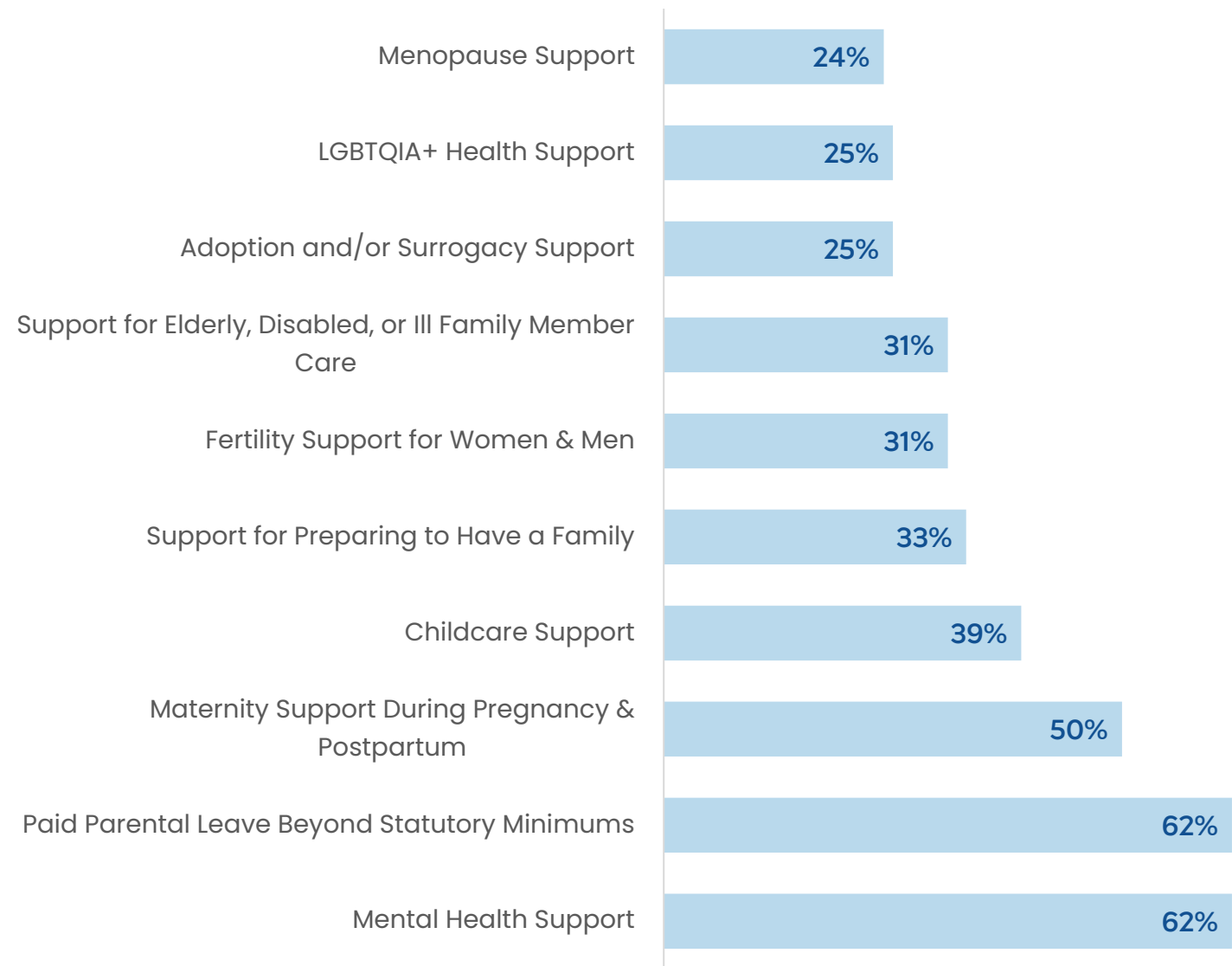
Employer Priorities

Family Benefits

- › Companies are expanding benefit offerings that were centered on maternity and fertility-related support to address a broader set of needs that vary based on the individual's current life circumstances and priorities.¹⁰
- › **48%** of employers plan to increase their family health benefits in the next 2-3 years, and nearly **75%** of employers say that these benefits are important or very important for attracting and retaining employees.

Employers' Current Benefits¹⁴

Spanning the Family & Reproductive Healthcare Journey



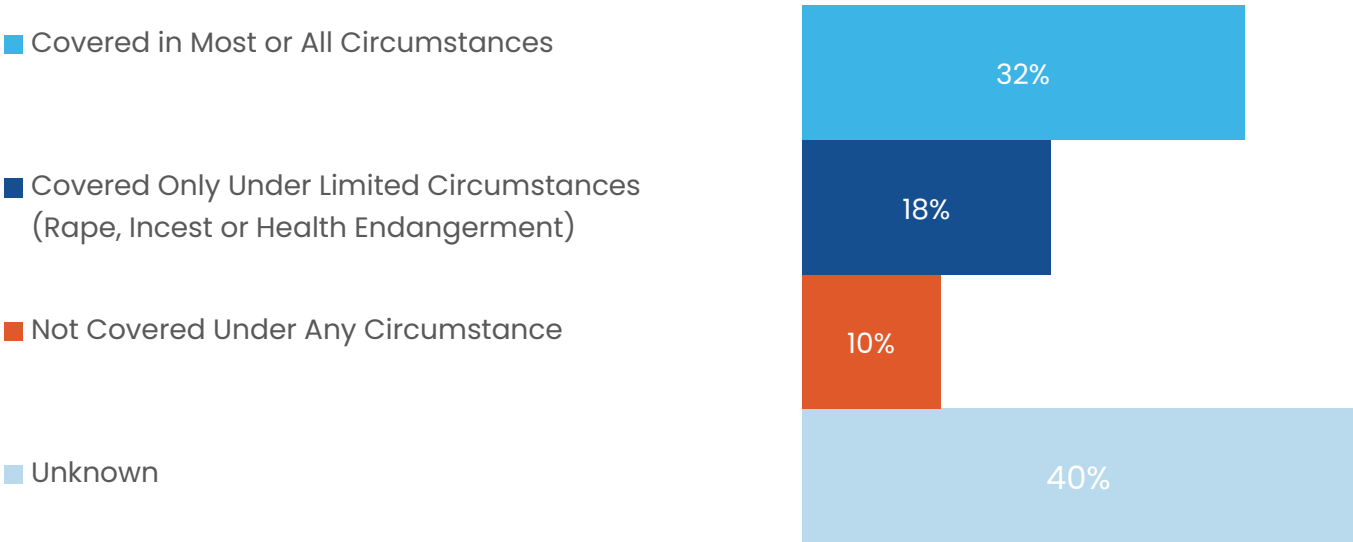
Employer Priorities

Abortion Services

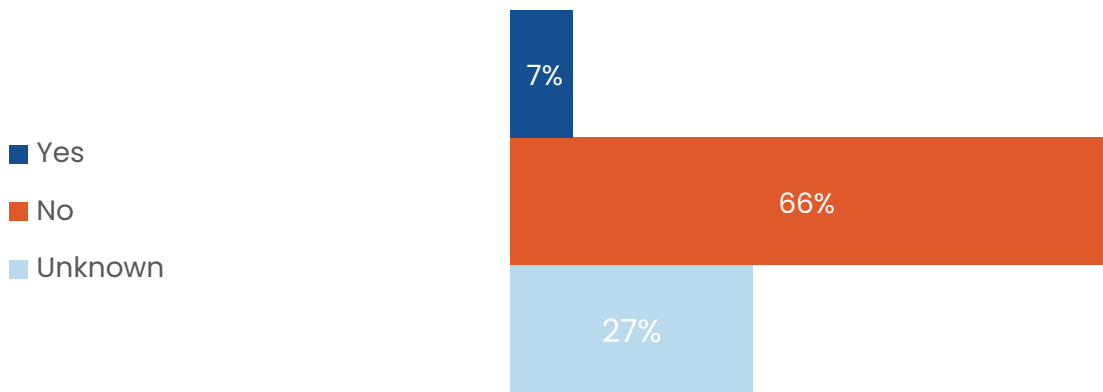
The United States Supreme Court decision in Dobbs v. Jackson, overturning Roe v. Wade, and subsequent state activity to regulate abortion has increased interest in coverage for abortion services in employer plans.

Your options will be influenced based on funding structure and state legislation. Contact your GBS Consultant Team to discuss options specific to your company.

Abortion Coverage Through Largest Plan ¹



Financial Assistance for Abortion Travel Expenses ¹

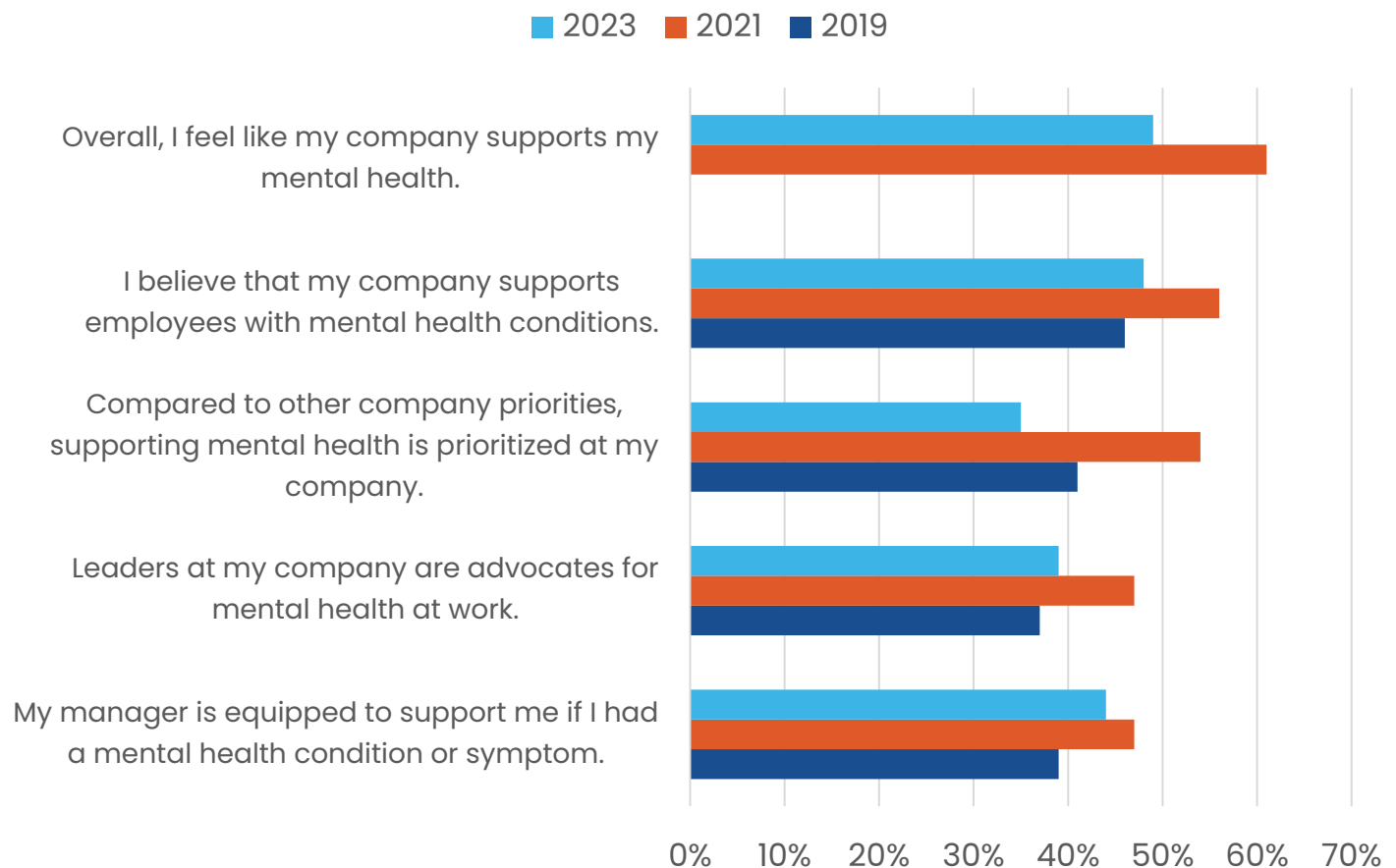


Employer Priorities

Psychological Safety at Work

- › 81% of workers who feel mentally or emotionally safe in their workplace report that workplace stress does not affect their mental health. ¹⁵
- › Workers with supportive managers report higher rates of psychological safety. Of those who feel that their manager values their identity, 4 in 5 workers (84%) feel mentally and emotionally safe in their workplace. ¹⁵
- › Workers' comfort talking about mental health at work declined, nearing 2019 levels. Less than 40% of workers said their employer prioritizes mental health and saw their leaders as advocates. ¹⁶
- › 92% of workers said it is very (57%) or somewhat (35%) important to them to work for an organization that values their emotional and psychological well-being and provides support for employee mental health. ¹⁷

Perceptions of Employer Support of Mental Health

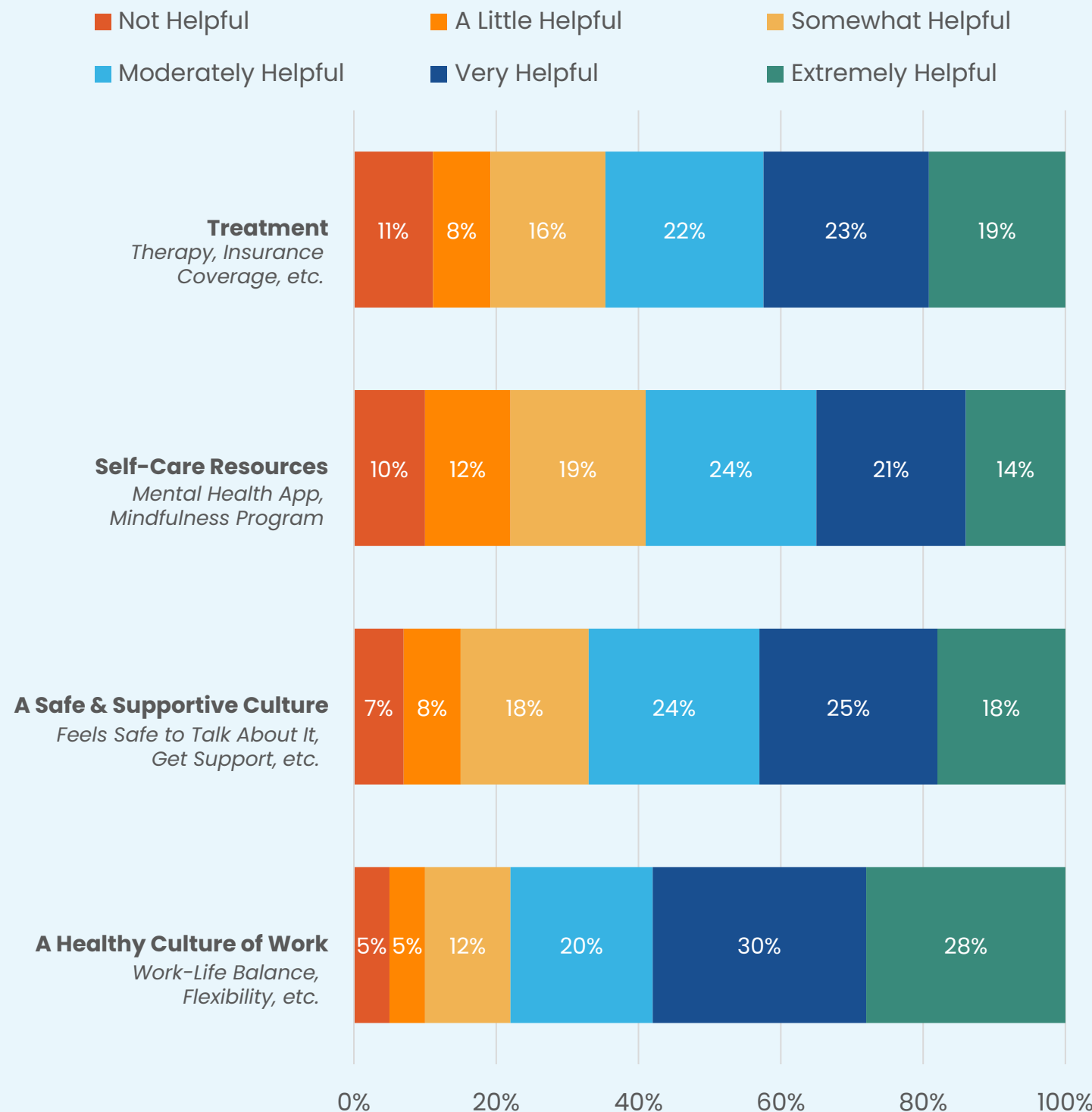


Employer Priorities

Psychological Safety at Work

Most Helpful Supports for Mental Health¹⁶

Based on responses from a survey of 1,500 US-based full-time employees



03

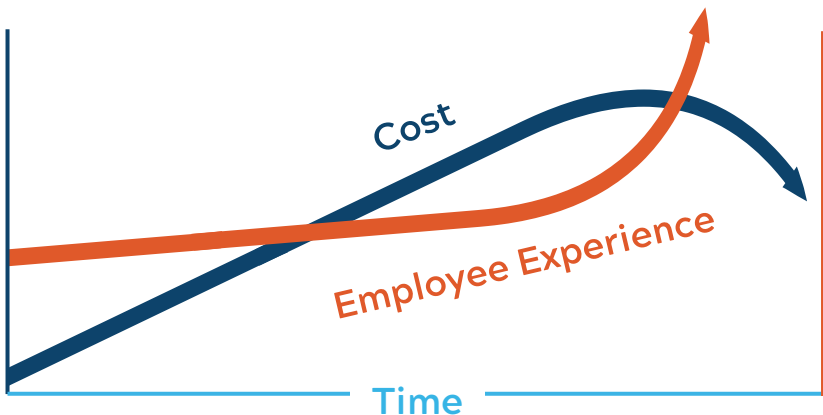
Bending the Curve

GBS TOTAL REWARDS REPORT

Bending the Curve

Health Plan Strategy

GBS views benefit innovations through the lens of bending the curve. We help our clients improve their employee experience while using creative solutions to bend the cost trend down.



Funding Arrangements & Network Considerations

As healthcare expenses continue to rise, employers are looking to alternate strategies to control costs:

- › Consider alternative funding arrangements.
- › Consider limited or high-performance networks.

A few benefits of a self-funded health plan include:

- › Tax savings. Varies by state but generally 2-3%.
- › Reducing carrier margins to admin-expenses only. Fully insured margins are generally 3-4% of total expenses.
- › More control in coverage and carve-outs, especially as it relates to pharmacy formularies.

Self-Funding



Rory Housley
FSA
GBS Actuary

- › Employers are leaning into mitigation strategies and coverages to help protect against risks related to cell and gene therapy treatments and transplants. ¹⁸
- › Stealth observed that 68% of groups in their book of business in 2022 and 2023 chose stop-loss contracts with No New Laser and Rate Cap provision. The number of groups with a Laser present decreased from 44% in 2022 to 26% in 2024. ¹⁸

	Health Maintenance Organization [HMO]	Preferred Provider Organization [PPO]	Exclusive Provider Organization [EPO]
Primary Care Provider (PCP) Required	Yes	No	Often, Not Always
Out-of-Network Coverage	For Medical Emergencies Only	Yes, At a Higher Cost	For Medical Emergencies Only
Referrals Needed	Yes	No	No

Bending the Curve

GBS Rx Advantage

Pharmacy Spend

- › As drug costs continue to soar, employers are looking for strategies to contain costs. The costs of over 350 medications that treat various chronic health conditions can be reduced or eliminated through assistance programs or Canadian home delivery.
- › 20% of total plan spend is pharmacy. Half of a group's pharmacy spend is specialty drugs that are typically used by only 1-2% of the member population. GBS Rx Advantage has the potential to save 50% or more on specialty and retail brand costs.

GBS Rx Advantage *Consists of Two Cost-Saving Strategies*

Manufacturer Assistance Programs

- › GBS team monitors pharmacy claims for high-cost specialty medications that qualify for manufacturer assistance programs.
- › We help your members apply for these programs and provide one-on-one customer service throughout the entire process.
- › These programs can reduce or eliminate out-of-pocket costs.

Secure Canadian Home Delivery

- › Plan savings between 30% to 50% per claim
- › Member savings up to 100% on brand-name medications through mail-order shipping



Member and medication specific counseling

GBS Rx Advantage provides member and medication specific counseling to enhance member understanding of patient assistance programs and establish expectations of the process.



White-glove concierge level service

Our GBS pharmacist engages personally with ALL members, prioritizing immediate needs of each member.

Bending the Curve

Retention

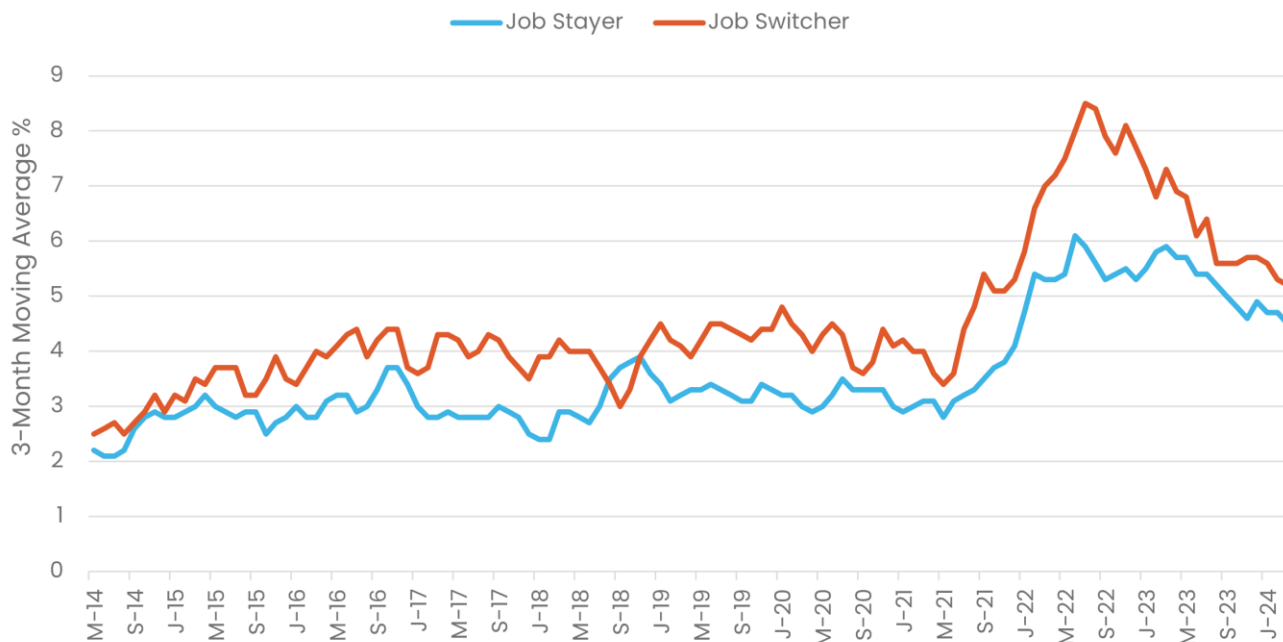
Investing In Your People

Retaining your talented people is cheaper than buying their replacements:

- › Studies show the cost of turnover for a frontline employee is 30-50% of their annual wages (due to lost productivity, recruiting time/labor, onboarding time/expense, etc.)
- › Research suggests that turnover cost for management-level roles can be 60-100% (or more) of their annual salary.

Wage Growth Rates: Job Switchers vs. Stayers ¹⁹

Job switchers consistently see larger wage growth than job stayers, suggesting that attracting a job switcher is likely to be more expensive than retaining a job stayer.



HR Pro Tip

Only **52% of employers** track voluntary turnover. Tracking key metrics like turnover—including the reasons for turnover—is key to understanding how to better attract and retain the right people for your organization.

Did you know...

The rewards you offer to employees can be your competitive edge and lead to better employee retention. Our dedicated team of experts can help you align your rewards and talent strategy with your business objectives.

Bending the Curve

Lifestyle Spending Accounts

- › A Lifestyle Spending Account or LSA is an employer-sponsored customizable spending account that employees can use to pay for various expenses. The employer defines the eligibility rules, creates parameters and sets a budget. Employees then choose how to use their funds. Depending on the category, it will either be a pre-tax or a post-tax account.
- › Accounts are notional, so employers only pay for the funds employees use.
- › Rapid adoption of LSAs continues, with 70% of employers considering adding an LSA to their benefits package. 8% of companies introduced LSAs in 2023.

Employers Offering Lifestyle Spending Accounts by Industry ²⁰



Did you know...

Your GBS Team can help you navigate these trending benefits to help you select the benefits that are most meaningful to your employees.

Bending the Curve

Lifestyle Spending Accounts

Top 10 Spending Accounts ²⁰

By Number of Transactions		By Dollar Amount
Fitness Activities	1	Fitness Activities
Food	2	Fitness Equipment
Fitness Equipment	3	Home Office
Home Office	4	Clothing & Shoes
Clothing & Shoes	5	Caregiving
Connectivity	6	Food Services
Food Services	7	Skills Development
Wellbeing Services	8	Fitness Accessories
Skills Development	9	Connectivity
Caregiving	10	Wellbeing Services

Funding of Spending Accounts ²⁰

Spending account type (ordered by account popularity)	Median annual funding per employee
All-inclusive LSA	\$970
Fitness & Wellness	\$600
Medical Travel	\$3,000
Home Office Setup	\$980
Professional Development	\$1,000
Work from Home	\$670
Rewards & Recognition	\$1,280
Family Formation	\$10,000
Caregiving	\$3,170
Commuter Assistance	\$1,450
Supplemental Health	\$900
Meal & Nutrition	\$260
Donation Assistance	\$650
Belonging & Connection	\$40
Mental Health	\$800
Education Assistance	\$23,900
Gender Affirming Care	\$15,000
Insurance Assistance	\$3,230
Pet Care	\$170
Emergency Relief	\$9,650
Financial Wellness	\$150

Personalized Member Support

What is it?

- › Member-specific healthcare guidance
- › With advancements in technology and data sharing, vendors can feature content and nudge specific behaviors targeted to each unique member
 - Advocacy and navigation solutions offer promise
 - Vendors often include performance or ROI guarantees

Why is this trend promising?

- › Personalized content is relevant. This captures an audience and sustains engagement.
- › Addresses need for proactive healthcare
- › General benefits navigation to support members in understanding and utilizing their benefits
- › Directs members to cost-effective, high-quality care
- › Higher member engagement where it matters
 - Layer on point solutions (think wellness engagement, condition management, weight management, musculoskeletal health (MSK), behavioral health and more)
 - Can improve member engagement and experience
 - More efficient vendor management
 - Discounts for bundled offerings



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PARENTAL LEAVE

Prepared By:

**Jennifer Robison, Bryce King, Louisa McDonald,
Jace Witherby, Ron Wright, Bethany Frank**

Pros:

- It boosts employee morale, increases productivity, improves employee retention, and enhances our reputation
- It promotes gender equality for the father of the child who will have more time to participate in child care duties.
- Signals to the employee that we value them, support their family and we want them to stay employed with us.
- Reduces financial stress-which allows parents to focus on bonding with their new arrival
- Focuses on woman's health, giving her time to heal, navigate through post-partum depression and the stress and emotions that come with child birth.
- If an employee has to save all of their vacation time for maternity leave, they are not taking the necessary time off for R&R.

Cons:

- Financial costs-it requires funding through taxes, budget cuts, or relocations from other programs

While there is an upfront cost, paid parental leave often saves money over time by reducing turnover, recruitment, and training expenses. High retention means less spending on onboarding new employees and less loss of institutional expertise.

- Increased overtime costs

Overtime costs can be controlled through temporary hiring and internal rotations. And it is only temporary.

- Employees without children might feel they shoulder extra work without the equivalent benefits*

Framing parental leave as a benefit that strengthens the entire agency-through retention, morale, and productivity-helps staff see it as a collective win.

- Disrupt workflow

Effective planning, project delegation, and the use of interim staff can prevent most delays.

Benefits Landscape

State-Specific Paid Leave

Status of Paid Family Leave by State

The Leave Landscape is Complex & Continuously Evolving

Currently, 13 states and the District of Columbia have Paid Family Leave Mandates. An additional 8 states have voluntary systems that provide paid family leave through private insurance. As a result, paid leave laws will soon impact more employers. As of May 2024

■ Paid Family Leave (PFL) or Paid Family & Medical Leave (PFML) bills reviewed or introduced in 2024 legislative sessions

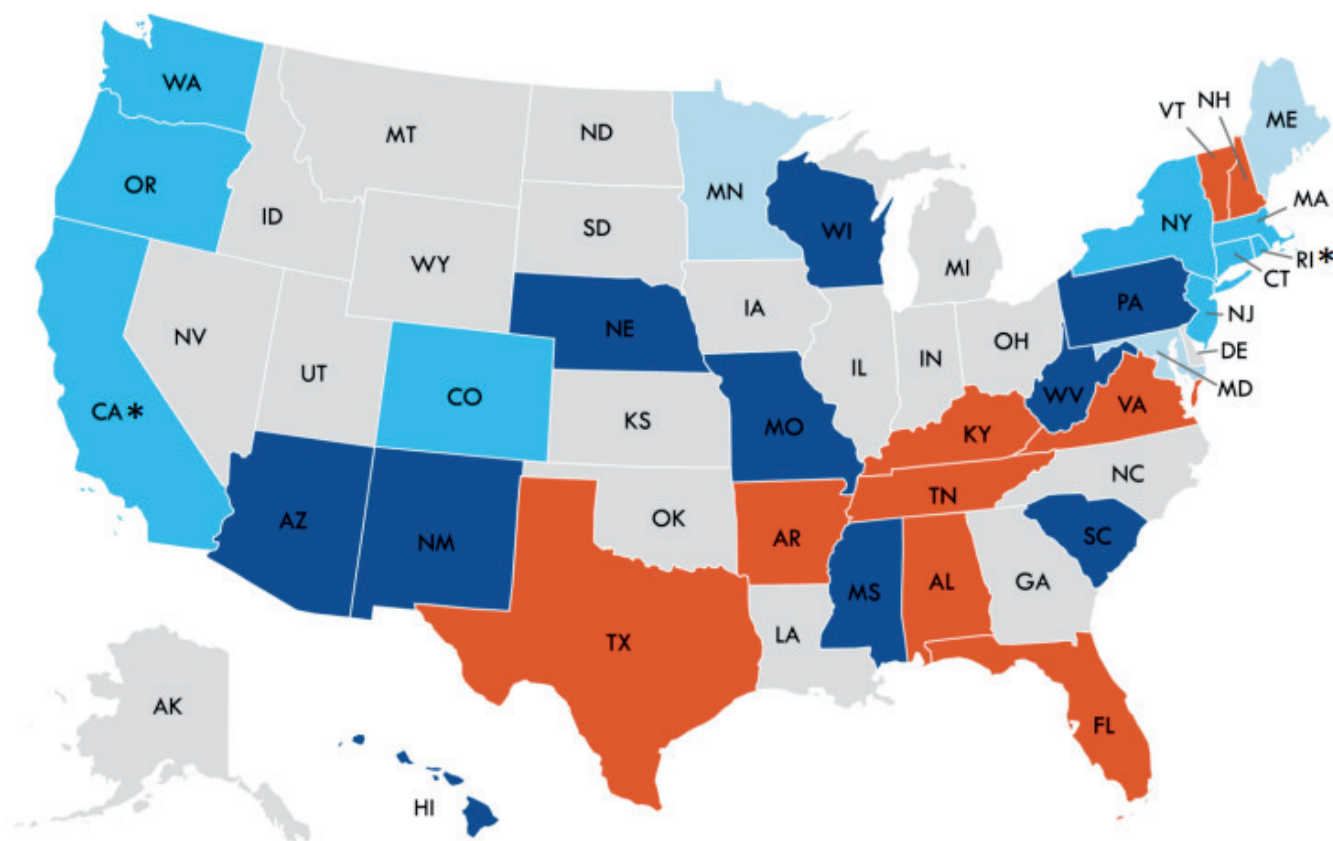
■ States with voluntary or unique approaches

■ No PFL or PFML bill introduced in 2024

■ Active PFL or PFML programs

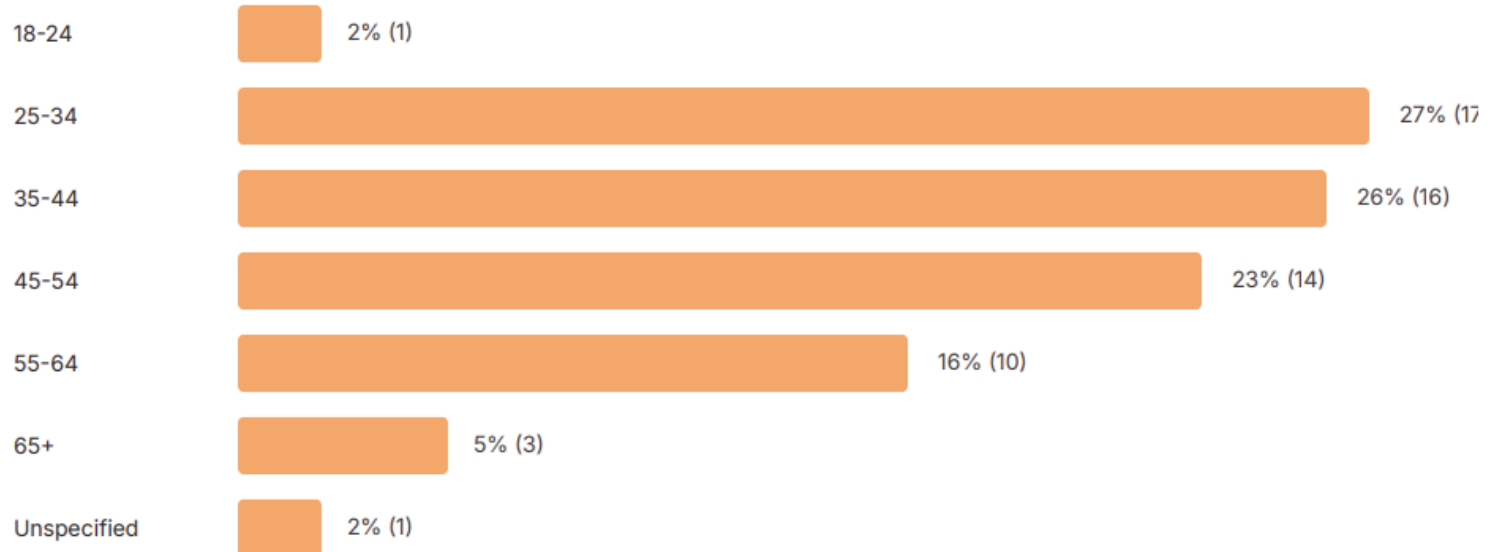
* States that mandate statutory disability

■ PFML law passed but not yet active

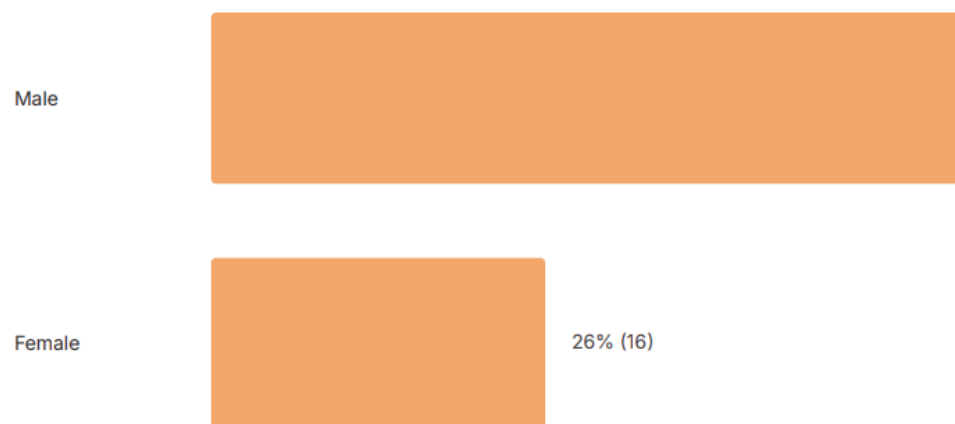


City Stats

Breakdown By Age



Breakdown By Gender



According to the American Psychological Association in 2022, “Parental leave policies are also linked with better mental health. Women who aren’t able to take as much time off-especially those who return to work under two months-face more depressive symptoms and more marital and self-esteem problems.”

Council Questions

Leave Accruals

1 year:

Vacation: 12 days

All Purpose: 5 days

Long-Term Sick: 7 days

Total: 4.8 weeks

3 years:

Vacation: 30 days (our policy only allows 240 hours max in vacation banks each year end, which equals 30 days, it would be 36 days without this part of the policy)

All Purpose: 15 days

Long-Term Sick: 21 days

Total: 13.2 weeks

5 years:

Vacation: 30 days (our policy only allows 240 hours max in vacation banks each year end, which equals 30 days, it would be 60 days without this part of the policy)

All Purpose: 25 days

Long-Term Sick: 35 days

Total: 18 weeks

Vacation - 12 days per year; All Purpose - 3.33 hours /month;

Long Term - 4.67 hours /month

Turnover

Over the last 2 years 7 employees - Retire, Performance, Change Jobs

Employees Out on Maternity or Parental in the last 5 years

Parental

5

Maternity

2

Proposals

Offer a separate policy from other benefits that would cover maternity and parental leave.

Maternity Leave

Option 1
6 Weeks
Maternity
3 Weeks
Parental

Option 2*
3 Weeks
Maternity
3 Weeks
Parental
*State of Utah

Current Agencies with separate policies:

- Kaysville - 6 weeks Maternity and 3 weeks Parental Leave - Adopted 2021
- Davis County - 4 weeks Parental Leave - Adopted - 2023
- Davis County School District - 3 weeks Maternity and 3 weeks Parental - Adopted July 1, 2025
- State of Utah - 3 weeks Maternity and 3 weeks Parental - Adopted 2020
- Mapleton City - 3 weeks Maternity and 1 Week Parental - Adopted June 2024
- Brigham City - 3 weeks Parental Leave - Adopted 2024

Example

Jane - makes \$52,000 p/year - \$25 /hr
40 hrs x \$25 /hr x 6 = \$6,000



CENTERVILLE

18 UTAH 47

Committee

Proposals

Family leave that would cover all employees not just ones that are

Family Leave & Short Term Disability

2 Week
Family Leave
& City Paid
Short Term
Disability

Family Leave

- Family leave would be used to cover the gap before short term disability would kick in.
- Family leave could be used for caring for immediate family member, birth and care of newborn child, adoption.

Short Term Disability

- 14 day waiting period for illness or injury
- Pays 60% of employee's salary with a maximum benefit of \$1500 p/week
- 13 weeks max

Total Cost: \$9,557 p/year

Example:

John makes \$60,000 p/year - \$28 p/hr
 $\$60,000 (52) = \$1,153.84 \times 60\% = \$692.30$

Sally makes \$80,000 p/year - \$38 p/hr
 $\$80,000 (52) = \$1,538.46 \times 60\% = \$923.07$

City Average Hourly - \$41 p/hr



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Committee

Proposals

This slide emphasizes the key advantages of implementing the cyberattack management program.

Long Term Sick Update

Amend Long
Term Sick
leave to cover
parental and
maternity

Long Term Sick

Definition of Illness. For the purpose of this policy, illness is defined as an employee's temporary inability to perform the employee's duties as a result of mental or physical injury, illness, or incapacity, and includes disability caused by pregnancy, false pregnancy, childbirth, termination of pregnancy and recovery therefrom. Long-term sick leave is intended to provide time off for serious health conditions. Colds and minor health issues do not generally qualify for long-term sick leave.

Use of Long-Term Sick Leave for Qualifying Family Medical Leave. Employees may utilize up to 40 hours of accrued long-term sick leave for non-employee illnesses when such leave qualifies as family medical leave and is taken in accordance with Section 5.080. While it is acknowledged that long-term sick leave is generally limited to leave necessitated by the employee's own injury, illness or incapacity as defined herein, this provision permits employees to utilize a portion of their accrued long-term sick leave for nonemployee illnesses when such leave qualifies as family medical leave under Section 5.080. No waiting period shall be required for use of long-term sick leave for non-employee illnesses as family medical leave as provided herein. The use of long-term sick leave as provided herein shall be limited to 40 hours per rolling 12-month period as defined in Section 5.080.

CENTERVILLE
CITY COUNCIL

Staff Report
9/16/2025

Item No. 2.

Title: Discussion - Electric Micromobility Devices

Initiated By: Allen Ackerson, Chief of Police

Staff Representative: Allen Ackerson, Chief of Police

SUBJECT:

Discuss potential regulation of electric micromobility devices

RECOMMENDATION:

BACKGROUND:

Electric micromobility devices (electric bicycles, scooters, etc) have become increasingly prevalent in our community over the last few years. The use of these devices, particularly by juveniles, has created safety issues in the city. The city has received numerous complaints from park attendees who feel unsafe walking on the sidewalks as e-bikes, e-scooters and e-motorcycles quickly pass by (sometimes through) them. Additionally, these devices have caused damage to park grass and ball diamonds.

State code has many laws (albeit somewhat confusing) governing the usage of electric micromobility devices on roads and sidewalks. Regulations regarding their usage in City Parks is unclear. State law classifies e-bikes as bicycles (as far as where they're allowed to be ridden).

Our current city ordinance allows **bicycles** anywhere in our parks (as long as they don't cause damage and aren't ridden recklessly).

- 8.08.090 Except as otherwise posted, self-propelled vehicles such as bicycles, skateboards, roller skates, roller blades, scooters and similar types of vehicles may be used within City parks.

Another city ordinance restricts **motor vehicles** to "areas specifically designated and posted as allowing such vehicles." Basically, motor vehicles are only allowed in the parking lots. The City's definition of a motor vehicle tends to lead one to believe e-bikes and e-scooters are not motor vehicles. City ordinance defines a motor vehicle as

- 8.02.070 ...motor vehicles include, but are not limited to, automobiles, trucks, off-road vehicles, ATVs, motorcycles, motor bikes, snowmobiles, and **any other self-propelled mechanical vehicles**.

The usage of "self-propelled" appears to be different between the two city ordinances when referencing what is propelling the device. One seems to refer to the rider of the device as the "self" while with the other the "self" is the actual device.

E-bikes and e-scooters, and all the other Electric Micromobility Devices, are also not specifically listed in the park motor vehicle ordinance. There's the argument that some e-bikes and e-scooters are "self-propelled mechanical devices," at least the ones that have throttles and peddling and pushing aren't required, and are thus not allowed in parks, but many aren't self-propelled and the differentiation of them can be difficult. It's difficult for residents and police officers to distinguish the differences and follow/enforce park regulations.

Requests for Council:

At a minimum, one or both city ordinances need to be rewritten at add clarity. To do this, staff seeks direction on what they'd like to see restricted from the parks. Signage will also need to be placed at all parks clearly notifying guests of the ordinance. Bruce Cox has started working on signage design but can't proceed until policy is decided and the ordinance clarified.

ATTACHMENTS:

1. Centerville Infographic
2. State Statutes Related to Electric Micromobility Devices condensed
3. City ordinance bicycle_motor vehicle in parks
4. Forest Service sign
5. Draper park signage



STAY INFORMED AND RIDE RESPONSIBLY

Electric Bicycle



Electric Scooter



Electric Motorcycle



Defining Features

- * Power output no more than 750 watts (1 hp)
- * Operable pedals
- * Can function as a bicycle with motor off

Classified into 3 types with max speeds ranging between 20 and 28 mph

Usage Rules **ALLOWED**

- * Roads, bike lanes
- * Paved and designated unpaved trails
- * Sidewalks

NOT ALLOWED

- * Freeways and roads restricting bicycles
- * Under 8 years old may not operate
- * Under 14 parental supervision required
- * Under 16 may not ride a class 3 e-bike
- * Under 21 must wear a helmet on Class 3 e-bikes

Defining Features

- * Power output not more than 2,000 watts
- * Deck for standing
- * Equipped with throttle, brakes
- * Driver's license not required

Cannot have a top speed greater than 20 mph (although their speed limit is 15 mph)

Usage Rules

ALLOWED

- * Roads, shoulders and bike lanes
- * Paved trails
- * Sidewalks

NOT ALLOWED

- * Full use of a lane
- * Freeways and road restricting bicycles
- * Under 8 years old
- * Max speed of 15 mph
- * Must follow bicycle traffic laws

Defining Features

- * Power output over 750 watt (1 hp)
- * Throttle, foot pegs
- * Not classified as a bicycle, resembles a dirt bike or traditional motorcycle

Street legal requirements

- * Must be street legal, registered and insured
- * Requires class D license with motorcycle endorsement
- * Under 21 must wear helmet

Off-road only

- * Must be registered as an OHV
- * Under 18 must wear helmet

NOT ALLOWED

- * Roads (unless properly registered and insured)
- * Parks
- * Paved trails
- * Bike lanes
- * Sidewalks

STATE STATUTES RELATED TO ELECTRIC MICROMOBILITY DEVICES (condensed)

41-6a-102 Definitions.

- (7) (a) "Bicycle" means a wheeled vehicle: (i) propelled by human power by feet or hands acting upon pedals or cranks; (ii) with a seat or saddle designed for the use of the operator; (iii) designed to be operated on the ground; and (iv) whose wheels are not less than 14 inches in diameter.
- (b) "Bicycle" includes an electric assisted bicycle. (c) "Bicycle" does not include scooters and similar devices.
- (11) "Class 1 electric assisted bicycle" means an electric assisted bicycle equipped with a motor or electronics that:
- (a) provides assistance only when the rider is pedaling; and
 - (b) ceases to provide assistance when the bicycle reaches the speed of 20 miles per hour.
- (12) "Class 2 electric assisted bicycle" means an electric assisted bicycle equipped with a motor or electronics that:
- (a) may be used exclusively to propel the bicycle; and
 - (b) is not capable of providing assistance when the bicycle reaches the speed of 20 miles per hour.
- (13) "Class 3 electric assisted bicycle" means an electric assisted bicycle equipped with a motor or electronics that:
- (a) provides assistance only when the rider is pedaling;
 - (b) ceases to provide assistance when the bicycle reaches the speed of 28 miles per hour; and
 - (c) is equipped with a speedometer.
- (18) "Direct supervision" means oversight at a distance within which:
- (a) visual contact is maintained; and
 - (b) advice and assistance can be given and received.
- (21) (a) "Electric assisted bicycle" means a bicycle with an electric motor that:
- (i) has a power output of not more than 750 watts;
 - (ii) has fully operable pedals;
 - (iii) has permanently affixed cranks that were installed at the time of the original manufacture;
 - (iv) is fully operable as a bicycle without the use of the electric motor; and
 - (v) is one of the following: (A) a class 1 electric assisted bicycle; (B) a class 2 electric assisted bicycle; (C) a class 3 electric assisted bicycle; or Utah Code Page 3 (D) a programmable electric assisted bicycle.
- (b) "Electric assisted bicycle" does not include:
- (i) a moped;
 - (ii) a motor assisted scooter;
 - (iii) a motorcycle;
 - (iv) a motor-driven cycle; or
 - (v) any other vehicle with less than four wheels that is designed, manufactured, intended, or advertised by the seller to have any of the following capabilities or features, or that is modifiable or is modified to have any of the following capabilities or features:
 - (A) has the ability to attain the speed of 20 miles per hour or greater on motor power alone;
 - (B) is equipped with a continuous rated motor power of 750 watts or greater;



(C) is equipped with foot pegs for the operator at the time of manufacture, or requires installation of a pedal kit to have operable pedals; or

(D) if equipped with multiple operating modes and a throttle, has one or more modes that exceed 20 miles per hour on motor power alone.

- (22) (a) "Electric personal assistive mobility device" means a self-balancing device with:

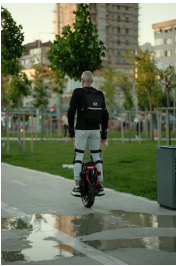
- (i) two nontandem wheels in contact with the ground;
- (ii) a system capable of steering and stopping the unit under typical operating conditions;
- (iii) an electric propulsion system with average power of one horsepower or 750 watts;
- (iv) a maximum speed capacity on a paved, level surface of 12.5 miles per hour; and
- (v) a deck design for a person to stand while operating the device.



- (b) "Electric personal assistive mobility device" does not include a wheelchair.

- (23) "Electric unicycle" means a self-balancing personal transportation device that:

- (a) has a single wheel;
- (b) is powered by an electric motor that utilizes gyroscopes and accelerometers to stabilize the rider; and
- (c) is designed for the operator to face in the direction of travel while operating the device.



- (42) (a) "Mini-motorcycle" means a motorcycle or motor-driven cycle that has a seat or saddle that is less than 24 inches from the ground as measured on a level surface with properly inflated tires.

- (b) "Mini-motorcycle" does not include a moped or a motor assisted scooter.

- (c) "Mini-motorcycle" does not include a motorcycle that is:

- (i) designed for off-highway use; and
- (ii) registered as an off-highway vehicle under Section [41-22-3](#).



- (45) (a) "Moped" means a motor-driven cycle having:

- (i) pedals to permit propulsion by human power; and
- (ii) a motor that:
 - (A) produces not more than two brake horsepower; and

- (B) is not capable of propelling the cycle at a speed in excess of 30 miles per hour on level ground.



- (b) If an internal combustion engine is used, the displacement may not exceed 50 cubic centimeters and the moped shall have a power drive system that functions directly or automatically without clutching or shifting by the operator after the drive system is engaged.

- (c) "Moped" does not include:

- (i) an electric assisted bicycle; or
- (ii) a motor assisted scooter.



- (46) (a) "Motor assisted scooter" means a self-propelled device with:
- (i) at least two wheels in contact with the ground;
 - (ii) a braking system capable of stopping the unit under typical operating conditions;
 - (iii) an electric motor not exceeding 2,000 watts;
 - (iv) either:
 - (A) handlebars and a deck design for a person to stand while operating the device; or
 - (B) handlebars and a seat designed for a person to sit, straddle, or stand while operating the device;
 - (v) a design for the ability to be propelled by human power alone; and
 - (vi) a maximum speed of 20 miles per hour on a paved level surface.
- (b) "Motor assisted scooter" does not include:
- (i) an electric assisted bicycle; or
 - (ii) a motor-driven cycle.
- (47) (a) "Motor vehicle" means a vehicle that is self-propelled and a vehicle that is propelled by electric power obtained from overhead trolley wires, but not operated upon rails.
- (b) "Motor vehicle" does not include:
- (i) vehicles moved solely by human power;
 - (ii) motorized wheelchairs;
 - (iii) an electric personal assistive mobility device;
 - (iv) an electric assisted bicycle;
 - (v) a motor assisted scooter;
 - (vi) a personal delivery device, as defined in Section [41-6a-1119](#); or
 - (vii) a mobile carrier, as defined in Section [41-6a-1120](#).
- (48) "Motorcycle" means:
- (a) a motor vehicle, other than a tractor, having a seat or saddle for the use of the rider and designed to travel with not more than three wheels in contact with the ground; or
 - (b) an auticycle.
- (49) (a) "Motor-driven cycle" means a motorcycle, moped, and a motorized bicycle having:
- (i) an engine with less than 150 cubic centimeters displacement; or
 - (ii) a motor that produces not more than five horsepower.
- (b) "Motor-driven cycle" does not include:
- (i) an electric personal assistive mobility device;
 - (ii) a motor assisted scooter; or
 - (iii) an electric assisted bicycle.
- (72) "Self-balancing electric skateboard" means a device similar to a skateboard that:
- (a) has a single wheel;



- (b) is powered by an electric motor; and
- (c) is designed for the operator to face perpendicular to the direction of travel while operating the device.

41-6a-1101. Parents and guardians may not authorize child's violation of chapter.

The parent or guardian of a child may not authorize or knowingly permit the child to violate any of the provisions of this chapter.

41-6a-1115. Motor assisted scooters -- Conflicting provisions -- Restrictions -- Penalties.

- (1) (a) Except as otherwise provided in this section, a motor assisted scooter is subject to the provisions under this chapter for a bicycle.
- (b) For a person operating a motor assisted scooter, the following provisions do not apply:
 - (i) seating positions under Section [41-6a-1501](#);
 - (ii) required lights, horns, and mirrors under Section [41-6a-1506](#);
 - (iii) entitlement to full use of a lane under Subsection [41-6a-1502\(1\)](#); and
 - (iv) driver licensing requirements under Section [53-3-202](#).
- (c) A person may operate a motor assisted scooter across a roadway in a crosswalk, except that the person may not operate the motor assisted scooter in a negligent manner in the crosswalk:
 - (i) so as to collide with a:
 - (A) pedestrian; or
 - (B) person operating a bicycle or vehicle or device propelled by human power; or
 - (ii) at a speed greater than is reasonable and prudent under the existing conditions, giving regard to the actual and potential hazards then existing.
- (2) A person under eight years of age may not operate a motor assisted scooter with the motor running on any public property, highway, path, or sidewalk.
- (3) A person may not operate a motor assisted scooter:
 - (a) in a public parking structure;
 - (b) on public property posted as an area prohibiting bicycles;
 - (c) while carrying more persons at one time than the number for which it is designed;
 - (d) that has been structurally or mechanically altered from the original manufacturer's design, except for an alteration by, or done at the request of, a person who rents the motor assisted scooter to lower the maximum speed for the motor assisted scooter; or
 - (e) at a speed of greater than 15 miles per hour or in violation of Subsection [41-6a-1115.1\(3\)](#).
- (4) Except where posted or prohibited by local ordinance, a motor assisted scooter is considered a nonmotorized vehicle if it is being used with the motor turned off.
- (5) An owner may not authorize or knowingly permit a person under the age of 18 to operate a motor assisted scooter in violation of this section.
- (6) A person who violates this section is guilty of an infraction.

41-6a-1115.5. Electric assisted bicycles -- Restrictions -- Penalties



- (1) Except as otherwise provided in this section, an electric assisted bicycle is subject to the provisions under this chapter for a bicycle.
- (2) An individual may operate an electric assisted bicycle on a path or trail designated for the use of a bicycle.
- (3) (a) A local authority or state agency may adopt an ordinance or rule to regulate or restrict the use of an electric assisted bicycle, or a specific classification of an electric assisted bicycle, on a sidewalk, path, or trail within the jurisdiction of the local authority or state agency.
- (b) When enacting ordinances or making rules related to the use of a pathway or soft-surface trail, and during the planning or construction of a pathway or soft-surface trail, a local authority or state agency shall consider accommodations and increased trail access by a person with a mobility disability.
- (4) An individual under 16 years old may not operate a class 3 electric assisted bicycle.
- (5) An individual under 14 years old may not operate an electric assisted bicycle with the electric motor engaged on any public property, highway, path, or sidewalk unless the individual is under the direct supervision of the individual's parent or guardian.
- (6) An individual under eight years old may not operate an electric assisted bicycle with the electric motor engaged on any public property, highway, path, or sidewalk.
- (7) The owner of an electric assisted bicycle may not authorize or knowingly permit an individual to operate an electric assisted bicycle in violation of this section.

41-6a-1116. Electric personal assistive mobility devices -- Conflicting provisions -- Restrictions -- Penalties.

- (1) (a) Except as otherwise provided in this section, an electric personal assistive mobility device is subject to the provisions under this chapter for a bicycle, moped, or a motor-driven cycle.
- (b) For a person operating an electric personal assistive mobility device, the following provisions do not apply:
 - (i) seating positions under Section [41-6a-1501](#);
 - (ii) required lights, horns, and mirrors under Section [41-6a-1506](#);
 - (iii) entitlement to full use of a lane under Subsection [41-6a-1502\(1\)](#); and
 - (iv) driver licensing requirements under Section [53-3-202](#).



- (2) A person under 15 years old may not operate an electric personal assistive mobility device using the motor unless the person is under the direct supervision of the person's parent or guardian.
- (3) A person may not operate an electric personal assistive mobility device:
 - (a) on a highway consisting of a total of four or more lanes designated for regular vehicular traffic, except when operating in a lane designated for bicycle traffic;
 - (b) on a highway with a posted speed limit greater than 35 miles per hour, except when operating in a lane designated for bicycle traffic; or
 - (c) that has been structurally or mechanically altered from the original manufacturer's design.
- (4) An owner may not authorize or knowingly permit a person to operate an electric personal assistive mobility device in violation of this section.
- (5) A person may operate an electric personal assistive mobility device on a sidewalk if the operation

does not:

- (a) exceed a speed which is greater than is reasonable or prudent having due regard for weather, visibility, and pedestrians; or
 - (b) endanger the safety of other persons or property.
- (6) A person operating an electric personal assistive mobility device shall yield to a pedestrian or other person using a mobility aid.
- (7) (a) An electric personal assistive mobility device may be operated on:
- (i) a path or trail designed for the use of a bicycle; or
 - (ii) on a highway where a bicycle is allowed, including any lane designated for bicycle traffic regardless of the posted speed limit or number of general purpose lanes.
- (b) A person operating an electric personal assistive mobility device in an area described in Subsection [\(7\)\(a\)\(i\)](#) or [\(ii\)](#) is subject to the laws governing bicycles.
- (8) A person may operate an electric personal assistive mobility device at night if the device is equipped with or the operator is wearing:
- (a) a lamp pointing to the front that emits a white light visible from a distance of not less than 300 feet in front of the device; and
 - (b) front, rear, and side reflectors.
- (9) A person may not operate an electric personal assistive mobility device while carrying an article that prevents the person from keeping both hands on the handlebars or interferes with the person's ability to safely operate the electric personal assistive mobility device.
- (10) Only one person may operate an electric personal assistive mobility device at a time.
- (11) A person may not park an electric personal assistive mobility device on a highway or sidewalk in a manner that obstructs vehicular or pedestrian traffic.
- (12) A person who violates this section is guilty of an infraction.

41-6a-1116.5. Local ordinances regulating electric personal assistive mobility devices.

A local authority may adopt an ordinance to regulate or restrict the use of electric personal assistive mobility devices.

41-6a-1117. Mini-motorcycle restrictions -- Exceptions.

- (1) A person may not operate a mini-motorcycle on any public property, highway, path, or sidewalk unless:
- (a) the mini-motorcycle is registered for highway use in accordance with [Title 41, Chapter 1a, Motor Vehicle Act](#); and
 - (b) the operator is licensed to operate a motorcycle in accordance with [Title 53, Chapter 3, Uniform Driver License Act](#).
- (2) An owner may not authorize or knowingly permit a person to operate a mini-motorcycle in violation of this section.
- (3) A person who violates this section is guilty of an infraction.

41-6a-1118. Mobility vehicles

- (b) "Mobility vehicle" means a vehicle that:
- (i) is certified by the division for use by a person with a physical disability;





41-6a-1122. Self-balancing electric skateboards.

- (1) Except as otherwise provided in this section, a self-balancing electric skateboard is subject to the provisions under this chapter for a bicycle.
- (2) For a person operating a self-balancing electric skateboard, the following provisions do not apply:
 - (a) any reference to seating positions and handle bar usage, including under Sections [41-6a-1112](#) and [41-6a-1501](#);
 - (b) required lights, horns, and mirrors under Section [41-6a-1506](#); and
 - (c) driver licensing requirements under Section [53-3-202](#).
- (3) A person may operate a self-balancing electric skateboard across a roadway in a crosswalk, except that the person may not operate the self-balancing electric skateboard in a negligent manner in the crosswalk:
 - (a) so as to collide with a:
 - (i) pedestrian; or
 - (ii) person operating a bicycle, vehicle, or device propelled by human power; or
 - (b) at a speed greater than is reasonable and prudent under the existing conditions, giving regard to the actual and potential hazards then existing.

8.02.070 Motor Vehicles

1. Motor Vehicles Specified. For purposes of this Section, motor vehicles include, but are not limited to, automobiles, trucks, off-road vehicles, ATVs, motorcycles, motor bikes, snowmobiles, and **any other self-propelled mechanical vehicles**.
2. Locations. No motor vehicles may be driven at any place within a City park, other than in those areas specifically designated and posted as allowing such vehicles. This shall not apply, however, to motorized or self-propelled equipment or emergency vehicles used within the park by officers or employees of the City in the performance of their official duties.
3. Snowmobiles and Off-Highway Vehicles. It shall be unlawful to operate or drive any snowmobile or other off-highway vehicle within any City park or recreation area at any time.
4. Speed. It shall be unlawful to operate or drive any motor vehicle within any City park or recreation area at a speed in excess of that speed posted on the particular road, trail or pathway within the park.
5. Manner of Operation. No motor vehicles, even though operated within the speed permitted on the places provided for such vehicles, shall be operated in a careless or reckless manner to such an extent that it will endanger the peace, health and safety of any other person within the City park area.

8.02.090 Bicycles And Skateboards

Except as otherwise posted, self-propelled vehicles such as bicycles, skateboards, roller skates, roller blades, scooters and similar types of vehicles may be used within City parks. No self-propelled vehicles shall be operated in a careless or reckless manner to such an extent that it will endanger the peace, health and safety of any other person within the City park area or in any way that will damage the facilities, plants or property within the park. When not in use, bicycles should be placed in bike racks or other designated parking areas within the parks.

**NO
E-BIKES
NO
PEDAL ASSIST**

USFS REGULATIONS PROHIBIT ALL FORMS
OF EBIKES ON TRAILS MANAGED FOR
NON-MOTORIZED USE.





PARK RULES:

Park is open from 6:00am until 10:00pm
Keep animals leashed. Cleanup after Pets
Skateboards, rollerblades and bikes allowed on sidewalk only
No Motorized vehicles allowed
No alcohol, fireworks, golf, or archery
No smoking or vaping allowed in park
No fires or open flames allowed, except in designated areas
No amplified sound
No unauthorized vending, sales, or advertising
Reservations are required for organized use



Report any criminal activities or vandalism
to Draper Police at 801-840-4000