

**Legislative Management Committee Policy A -- General Legislative Branch**

**Administration**

(Adopted December 9, 2024)

**Section A-305. Executive legislative staff officer benefits.**

(1) As used in this section:

(a) "Eligible service year" means a consecutive 12-month period during which an executive staff officer is employed as an executive staff officer.

(b) "Removed from office" means:

(i) for an executive staff officer who is the chief of staff of the House of Representatives or the chief of staff of the Senate:

(A) termination of the executive staff officer's employment by the speaker of the House of Representatives or president of the Senate, respectively; or

(B) an executive staff officer's resignation under threat of and in lieu of termination of employment described in Subsection (1)(b)(i)(A); and

(ii) for an executive staff officer other than the chief of staff of the House of Representatives and the chief of staff of the Senate:

(A) removal of an executive staff officer under Utah Code Section 36-12-7(3)(b)(ii);

(B) an executive staff officer's resignation under threat of and in lieu of removal under Utah Code Section 36-12-7(3)(b)(ii); or

(C) failure to renew, under Utah Code Section 36-12-7(3)(b)(i), the appointment of the executive staff officer who is seeking renewal of the appointment.

(2)(a)(i) Except as provided in Subsection (2)(b), a legislative unit shall provide and pay for \$200,000 of term life insurance coverage for an executive staff officer employed by the legislative unit if:

(A) the executive staff officer submits to the Office of Legislative Services a written application for the additional coverage; and

(B) the Public Employees' Health Program underwriting process determines that the executive staff officer is eligible for the additional coverage.

(ii) The term life insurance coverage under Subsection (2)(a)(i)(A) is in addition to term life insurance provided to all other legislative employees.

(b) If an executive staff officer already has \$200,000 of term life insurance coverage more than the term life insurance provided by the Public Employees' Health Program to all other legislative employees, the legislative unit employing the executive staff officer is not required to provide the additional term life insurance under Subsection (2)(a)(i) but shall pay the cost of providing \$200,000 of the executive staff officer's existing term life insurance coverage through the Public Employees' Health Program.

39 (c) The legislative unit that employs the executive staff officer shall add a small amount  
40 of miscellaneous earnings to the executive staff officer's paycheck to help offset the additional  
41 tax liability the executive staff officer incurs due to the executive staff officer's receipt of the  
42 additional term life insurance coverage provided under this Subsection (2).

43 (3)(a) If an executive staff officer is removed from office, the legislative unit that employs  
44 the executive staff officer shall, at the time the executive staff officer is removed from office,  
45 provide the executive staff officer a severance benefit, as provided in Subsection (3)(b).

46 (b)(i) A severance benefit under Subsection (3)(a) consists of:

47 (A) one week of salary for each eligible service year that the executive staff officer was  
48 employed as an executive staff officer, with a maximum of 12 weeks of salary; and

49 (B) if the executive staff officer is eligible for health insurance coverage under the  
50 federal Consolidated Omnibus Budget Reconciliation Act, two pay periods of only medical  
51 insurance coverage for each eligible service year, with a maximum of 13 pay periods, at the  
52 level of medical insurance coverage that the executive staff officer had at the time the executive  
53 staff officer is removed from office.

54 (ii) The legislative unit that employs the executive staff officer who is removed from  
55 office shall ~~[- at the time the executive staff officer is removed from office, pay a lump sum~~  
56 ~~payment to]~~ pay the state's health insurance provider for the medical insurance coverage  
57 required under Subsection (3)(b)(i)(B).  
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