

Additional Benefits

Leave of Absence (LOA)

If you cannot return to work at the end of a FMLA or SDI period, you must request a leave of absence from the department director prior to the end of your FMLA job protection. Unpaid/ paid leave may be approved in 30 day increments based on the needs of the department, up to a maximum of three months.

Accelerated Death Benefit

In the event of a terminal diagnosis, you may apply for up to 75% of your total life insurance value, including the 50k the city provides through PEHP. The remaining policy will still be paid to your beneficiary.

Through URS, you may also apply for an accelerated death benefit of 75% of your highest annual salary. The remaining policy will still be paid to your beneficiary.

Important: Unpaid Leave

If you are going on **unpaid leave**, please contact Kate Blackwood to discuss how to continue benefit premium deductions and any other necessary payments.

Kate Blackwood
P: 801-535-6303

ComPsych, EAP

The Employee Assistance Program, ComPsych, is always available to you and your eligible family members - even while on disability leave.

Phone Number
855.823.5389
guidanceresources.com
Web ID: SLC

The help is immediate, confidential and available at no cost.

- Up to 10 face to face counseling sessions for you and your family members
- Stress management or PTSD
- Coping with difficulties at home or at work
- Depression and anxiety
- Alcohol or substance abuse
- Legal or financial issues, and more

This brochure contains a summary of leave benefits and does not represent every case scenario. For full policy details, please refer to the HR Benefits website.

Employee Rights

Americans with Disabilities Act (ADA)

Under the ADA the City provides reasonable accommodation to an employee with a disability, unless doing so would cause an undue hardship. A reasonable accommodation is any change in the work environment or in the way things are usually done to help a person with a disability perform the duties of a job or enjoy the benefits and privileges of employment. If an employee is disabled or becomes disabled and requires a reasonable accommodation, the employee should contact the EEO Program Manager.

P: 801-535-7900



Leave Benefits City Employees



Leave Coordination

P: 801-535-7121 | F: 801-535-6255
leave.request@slcgov.com

(Excluding Firefighters, Public Safety Officers, and Dispatchers)

In a time of need, it's important to know you're taken care of so you can focus on what matters — recovery.

Job Protections

Family and Medical Leave Act (FMLA)

FMLA leave may be taken continuously or intermittently. Receive up to 12 weeks of job-protected leave for qualified medical and family events, such as;

- Birth or placement of a child (foster care or adoption)
- Own serious health condition
- Care for a family member with a serious health condition
- Military exigency
- Care for a service member (26 weeks)

Income Replacements

Parental Leave

The Parental leave policy allows all full time employees -- moms and dads -- six consecutive weeks of leave from the birth, adoption or foster care placement of a child, paid at 100%. Runs concurrently with SDI and FMLA (if applicable).

Short-term Disability (SDI)

For employees under Plan B, SDI provides income protection if you are unable to perform your duties due to a non-work related illness or injury. For more information, see the full SDI policy on the HR Benefits website.

- Based on years of continuous City employment, benefit is paid at 66 2/3% or 100% of monthly salary up to 12 weeks - Does not include 3 year prior credit
- Benefits are paid through direct deposit
- Claims are administered by a third-party, Disability Insurance Specialists (DIS)

Length of Employment	Benefit Period 100%	Benefit Period 66 2/3%*
0 - 6 months	2 weeks	None
6 mo. - 2 yrs.	2 weeks	4 weeks
2 - 4 years	4 weeks	4 weeks
4 - 6 years	6 weeks	6 weeks
6 - 8 years	10 weeks	2 weeks
8 - 10 years	11 weeks	1 week
10 years +	12 weeks	None

*Cannot use leave time to make up 100% of salary.



Optional: Long-term Disability (Aetna)

All URS Tier 1 & 2 public employees have the option to purchase Aetna LTD within the first 60 days of employment OR during open enrollment each year in May (subject to underwriting). If you would like to add LTD during open enrollment, contact Kate Blackwood for the application in May.

- Your monthly LTD benefit will begin after a 90 day elimination period from the date of disability
- Monthly non-taxable benefit is 66 2/3% of monthly salary
- LTD benefit is reduced when you receive income from other sources (i.e., Social Security, retirement, etc.)

URS service credit continues to accrue while receiving SDI or LTD benefits and if permanently disabled, LTD benefit may continue until you meet URS eligibility.

URS (Utah Retirement System)

- Tier 1 - 30 years of service
- Tier 2 - 35 years of service

While receiving disability, your medical & life premiums are eligible for a partial or full premium waiver.

- LTD TEST OF DISABILITY**
- Benefits are payable for up to 24 months if you meet the test of disability below:
1. You cannot perform the material duties of your own occupation solely because of illness, injury or disabling pregnancy-related conditions; and
 2. Your earnings are 80% or less of your adjusted predisability earnings (base monthly salary prior to disability)

After 24 months, benefits are paid if you meet the test of disability below:

1. On any day you are unable to work at any reasonable occupation solely because of an illness, injury or disabling pregnancy-related condition.

Certain conditions have a LTD benefit limit of 24 months. For more information, see the full Aetna LTD policy on the HR Benefits website.

Workers' Compensation

Workers' compensation is a form of insurance providing wage replacement and medical benefits to **employees injured in the course and scope of employment.**

- WC pays a non-taxable benefit of 66 2/3% of your average weekly wage, up to a max. benefit of \$855 per week
- Light duty assignments are required if available
- Temporary Total Disability benefit payment will stop if you decline light duty
- URS Service Credit will continue to accrue
- Runs concurrently with FMLA

It is required to report your on the job injury or illness to your immediate supervisor & CorVel. Call CorVel at 800-825-6974 to report injury whether or not medical treatment is needed. If life or limb threatening, you may be seen at any hospital.



Salt Lake City Corporation offers leave when you need it most.