








Full-Time Employee 2013/2014		
BENEFIT	WHEN ELIGIBLE	WHAT THE EMPLOYEE RECEIVES
MEDICAL INSURANCE (OPTIONAL)	Upon enrollment. New employees must enroll within 60 days of hire date. Premiums and coverage will be retro-active back to hire date.	You have a choice between PEHP Summit Care or Summit Star HDHP . Employee Summit Care premium is \$42.05 for Single, \$94.62 for Double, \$126.15 for Family. Summit Star HDHP is \$7.66 for Single, \$17.24 for Double, \$22.98 for Family. Premiums are deducted on a bi-weekly basis. The City's HSA contribution for the Summit Star HDHP will be on a pro-rated basis from hire-date. Single Policy is \$750 and Double or Family Policy is \$1,500 for plan year 13/14.
HEALTH SAVINGS ACCOUNT (HSA) WITH SUMMIT STAR HDHP		
DENTAL (OPTIONAL)	Upon enrollment. New employees must enroll within 60 days of hire date. Premiums and coverage will be retro-active back to hire date.	You have a choice between PEHP Preferred Choice or Premium Choice. Employee Preferred Choice premium is \$16.78 for Single, \$33.90 for Double, \$44.30 for Family. Premium Choice is \$17.52 for Single, \$35.39 for Double, \$46.26 for Family. Premiums are deducted on a bi-weekly basis.
EMPLOYEE BASIC TERM LIFE POLICY	Covered on hire date	\$50,000 base policy for yourself. City pays entire premium.
EMPLOYEE BASIC ACCIDENTAL DEATH & DISMEMBERMENT	Covered on hire date	\$50,000 base policy for yourself. City pays entire premium.
EMPLOYEE OPTIONAL TERM LIFE POLICY	Upon approval (underwriting required if past 60 days from hire date or any amount above \$50,000)	Additional Term life available up to \$450,000. Employee pays entire premium.
SPOUSE OPTIONAL TERM LIFE POLICY	Upon approval (underwriting required if past 60 days from hire date, marriage date or any amount above \$40,000)	Term life available up to \$450,000. Employee pays entire premium.
DEPENDENT OPTIONAL TERM LIFE POLICY	Upon approval (underwriting required if past 60 days of hire date, birth, adoption or placement)	\$5,000, \$7,500, \$10,000 or \$15,000 policy available on each covered dependent. Employee pays full premium.
SHORT TERM DISABILITY	Covered on hire date	This benefit provides income protection if you become totally disabled for your occupation at no cost to employee. Refer to the SDI brochure or the City's Intranet at http://slcnet (Human Resources tab).
LONG TERM DISABILITY	Upon enrollment (sworn police personnel and Tier II firefighter automatically enrolled at no cost)	Upon approval, after a 90 day waiting period a monthly benefit of 66.2/3% of monthly salary (100% in line of duty), reduced by any other income. Employee pays entire premium. Refer to the LTD brochure or the City's Intranet at http://slcnet (Human Resources tab).
ACCIDENTAL DEATH & DISMEMBERMENT	Upon enrollment	AD&D coverage from \$25,000 up to \$250,000. Employee pays entire premium.
ACCIDENT WEEKLY INDEMNITY BENEFIT	Upon enrollment (must be enrolled in AD&D)	Provides a weekly benefit payment for an off the job accident from \$25 up to \$500 depending on salary. Employee pays entire premium.
ACCIDENT MEDICAL EXPENSE BENEFIT	Upon enrollment (must be enrolled in AD&D)	Provides reimbursement for an off the job accident up to \$2500 for medical expenses in excess of expenses covered by all other group medical plans and by no fault auto insurance.
OPEN ENROLLMENT (ANNUAL)	The entire month of May each year with effective date of July 1st	Provides the option to enroll, cancel or make changes to medical, dental, additional ad&d, flex accounts and legal plan.

SECTION 125 PRE-TAX HEALTH PLAN PREMIUM (OPTIONAL)	Upon enrollment, negative election unless waiver is completed	Allows employees to reduce salary thus reducing the amount withheld for taxes. Applies to your Medical, Dental and AD&D premiums only. Any premium changes other than Open Enrollment must meet the IRS midyear change criteria.
FLEX SPENDING ACCOUNTS (MEDICAL & DEPENDENT CARE ACCOUNTS)	Upon enrollment. New employees must enroll within 60 days of hire date	Allows employees to reduce salary to cover eligible out of pocket expenses for health care or dependent care thus reducing the amount withheld for taxes.
UTAH STATE RETIREMENT SYSTEM	Covered on hire date	Plan is administered through the Utah Retirement System. Employee is vested after four years of service. Visit www.urs.org for details.
NATIONWIDE POST EMPLOYMENT HEALTH PLAN 501c9	Covered on hire date	The City will make a contribution per payperiod to the plan. The amount of the contribution depends on what Compensation Plan or Union Contract you belong to. The plan allows employee to use funds accumulated in account for medical costs at retirement or separation from service. Refer to such plan.
UTAH STATE 401-k (Qualified) DEFERRED COMPENSATION PLAN	Upon enrollment	Plan is administered through the Utah Retirement System. Funds are immediately vested on a pre-tax basis to supplement retirement. There is no City match, or contribution.
SLC CORPORATION 457 (Non-Qualified) DEFERRED COMPENSATION PLAN	Upon enrollment	Plan offers Great West, ING, ICMA, Utah Retirement System and Nationwide Retirement Solutions as investment companies. It allows you to set aside funds on a pre-tax basis to supplement retirement. There is no City match or contribution.
GROUP LEGAL PLAN	Upon enrollment. New employees must enroll within 60 days of hire date	Hyatt offers legal services such as Wills and Estate Planning, Debt Matters, Defense of Civil Lawsuits, Real Estate Matters, Consumer Protection, Document Review, Juvenile Matters, Family Law, Document Preparation and Traffic Matters.
GROUP HOME AND AUTO INSURANCE	Upon enrollment	Plan offers MetLife and Liberty Mutual as options for your home, auto or recreational insurance needs.
WORKERS' COMPENSATION	Covered on hire date	Financial benefit for job related injuries.
PERSONAL LEAVE		Refer to Compensation Plan or Union Contract.
VACATION		Refer to Compensation Plan or Union Contract.
HOLIDAYS		12 paid holidays per calendar year, one of which is a personal holiday.
DEPENDENT LEAVE		Refer to Compensation Plan or Union Contract.
BEREAVEMENT LEAVE		Refer to Compensation Plan or Union Contract.
MILITARY ENCAMPMENT		Refer to Compensation Plan or Union Contract.
JURY DUTY		Refer to Compensation Plan or Union Contract.
TRAINING & CONFERENCES	Immediately	City pays when approved by Department Head.
CAREER DEVELOPMENT (TUITION AID REIMBURSEMENT)	After probationary period	50% or 70% of tuition, books, lab fees depending upon type of course. Up to \$2000 per year, with a C or above grade. Supervisory and Human Resources approval required. Refer to Policy 3.01.04.
BUS PASS PROGRAM	Upon request	The City provides a free pass.
EMPLOYEE ASSISTANCE PROGRAM	Covered on hire date	Confidential counseling and referral services for employee and their eligible dependents at no cost for first 8 visits in each calendar year.
PAYCHECK DIRECT DEPOSIT (MANDATORY)	Immediately	The City will deposit the employee's paycheck in an institution of their choice.
FITNESS PROGRAM	Based upon vacation accrual after probationary period	Reimbursement of fitness facility costs through approved cash out of vacation time up to \$500 limit for full time employees. Refer to Policy 3.01.05.
THIS IS ONLY A BRIEF SUMMARY OF CURRENT BENEFITS WHICH ARE SUBJECT TO CHANGE AT ANY TIME		
THIS DOCUMENT IS NOT A CONTRACT BETWEEN SLC CORPORATION AND ITS EMPLOYEES		
FOR ADDITIONAL INFORMATION CALL HUMAN RESOURCES AT 535-7900		

