

Message from the Wellness Committee

Welcome to the Salt Lake City Corporation Wellness Program! This Brochure has been designed to help you navigate through the wellness benefits provided by Salt Lake City Corporation. These benefits can help improve the overall health and well-being of employees, and their family members.

The Wellness Committee has been working since 2013 and is committed in providing direction to deliver a quality wellness program to Salt Lake City employees and their families.

Wellness Committee Members

Michael Tuttle - Police Union
Lisa Pascadlo - Police
TJ Riddle - Fire Union
Clair Baldwin - Fire
Linda Jennings - Public Utilities
Heidi Harward - Airport
Rick Graham - Public Services
Tamra Turpin - Attorney's Office
Paige Christensen - Human Resources

Support Staff

Jodi Langford - Human Resources
Trent Steele - Human Resources
Kate Blackwood - Human Resources

Wellness Coaches

Airport: David Huff, Ann-Marie Yoshida, Lucienne Archuleta, Janette Gonzales, Shawn Wiest, Terry Bleak, Shawna Henderson, Terri Drashner, Nile Larsen, Troy Duke, Patty Nelis, Dorothee Martens, and Denise Jones.

Fire Department: Tom McKay, Robert Silverthorne, Richard Platt, Craig Weaver, Scott Campau, Jeff Cunningham, Brian Giannini, Amy Hellewell, Robert Stafford, William Sparks, Adam Archuleta and Justin Morrow.

Public Utilities: Vickie Baer, Zee Smith, Sandra Bellazetin, and Jake Marshall.

Police Department: To be determined

Public Services: Joan Swain

Attorney's Office: Heidi Medrano

Other Departments: To be determined

Wellness Mission

Salt Lake City Corporation is committed to the employees who serve our great city. It is the mission of the City to provide a work environment that promotes healthy lifestyles, decrease the risk of disease, and enhances the quality of life. Our Wellness Program encourages employees of Salt Lake City Corporation and their families to take their health into their own hands and use the wellness services provided as a guide to a happier, healthier and a more productive career and life here in Salt Lake City.

Wellness Committee

The City is committed to provide programs that help employees and their family's wellbeing. The City's Wellness Committee was formed to help develop and facilitate the City's wellness programs throughout each of the departments. Each department will have Wellness Coaches to provide support to the Wellness Committee and employees. The Wellness Committee will compare our current programs with best practices to develop programs that best meet City employees and their family's needs.

Wellness Programs

Our Wellness Program will create healthier employees through education and early intervention. Education about health and wellness teaches us how to eat and live in a healthy way. Coupled with early intervention, we can improve the overall health of our employee workforce so they are able to provide better services to the taxpayers. A healthy employee saves money by decreasing time away from work and increased productivity while at work. These programs also help reduce healthcare costs by ensuring that employees with chronic conditions get the help and education they need to improve their quality of life.

The Wellness Program provided by Salt Lake City Corporation provides assistance to our employees in four categories of wellness: Physical, Emotional, Financial Wellbeing, and Work-Life Balance. The following are current programs offered to employees as part of Salt Lake City Corporation's Wellness Program.



Physical Wellbeing

Physical wellbeing is the process of getting your body and mind in a healthy physical and emotional state. A key aspect of Physical/Emotional Wellbeing is keeping your body and mind maintained by good nutrition, regular exercise, avoiding harmful habits, making informed and responsible decisions about health and making lifestyle changes which allow you to maintain and improve your quality of life.

Employee Annual Fitness Reimbursement Program: As a way to promote exercise, our Fitness Reimbursement Program offers employees an opportunity to reimburse themselves for the cost of an annual fitness center membership for themselves and/or their family from their vacation hours. Full-time employees may request reimbursement up to \$500.00 per year regular part-time employees \$250 per year. Employees may also combine two 15-minute breaks with their lunch hour to use for exercise time upon approval from their supervisor.

Free Health Coaching: ComPsych, our Employee Assistance Program, offers coaching services to full-time employees and their eligible dependents free of cost. Coaching can include: Fitness, Exercise Safety and Health, Exercise Techniques, Facilities and Equipment, Nutrition, Special Diets, Cooking and Food Preparation, Weight Management, Dieting and Weight Loss, Obesity and Disease, Eating Disorders, and much more. Contact them at www.guidanceresources.com or 855-823-5389 (Company ID: SLC).

Salt Lake City CPR/AED Training: The Salt Lake City Fire Department provides CPR Certification training every month. With this course you will learn CPR basics from experienced fire department medical personnel. You will have a chance to practice many times including use of an automated external defibrillator (AED). Courses are **FREE** to Salt Lake City Employees and usually last approximately 4 to 5 hours. Classes take place primarily on a Saturday. Register by visiting www.slcfire.com. Courses are held at Salt Lake City Fire Station #1, located at 211 S 500 E. Contact Josh Diamond at 801-799-4115 or 801-503-6595 with any question or to set up classes.

Onsite Fitness Classes: Salt Lake City Corporation Wellness Program will be offering onsite fitness classes throughout the City. Classes are provided by PEAK Health and Fitness from the University of Utah. Departments can contact Trent Steele at 801-535-7725 to schedule classes at their facilities.



PEHP Plus Golf Discount:

Employees, spouses and dependents who are currently enrolled in PEHP Health Insurance are eligible to participate in a golf green fee discount of \$2.00 per 9-hole walking round or \$4.00 per 18-hole walking round. Discount may be applied to either the listed green fee amount or towards the rental of a walking pull-cart. Also included is a discount of \$10 towards the purchase of the LoyalTee Discount Card to PEHP members and dependents. Participating locations will require the members and dependents to provide evidence of membership in PEHP prior to receiving the discount by presenting a valid PEHP Benefits Card at the time of purchase. Walking discount can be used in conjunction with the LoyalTee Discount Card program.

<p>Bonneville 954 Connor Street Salt Lake City, Utah 84108 Phone: 801-583-9513</p>	<p>Forest Dale 2375 South 900 East Salt Lake City, Utah 84106 Phone: 801-483-5420</p>	<p>Glendale 1630 West 2100 South Salt Lake City, Utah 84119 Phone: 801-974-2403</p>	<p>Mountain Dell Parley's Canyon, I-80 Exit 134 Salt Lake City, Utah 84109 Phone: 801-582-3812</p>
<p>Nibley Park 2730 South 700 East Salt Lake City, Utah 84106 Phone: 801-483-5418</p>	<p>Rose Park 1386 N. Redwood Road Salt Lake City, Utah 84116 Phone: 801-596-5030</p>	<p>Wingpointe Salt Lake International Airport Salt Lake City, Utah 84122 Phone: 801-575-2345</p>	

LoyalTee Discount Card (\$45 Adult & Senior, \$30 Junior)

- 20% green fee discount at all Salt Lake City courses. Valid all day Monday through Friday and after 12:00 p.m. weekends & holidays.
- 10% green fee discount on weekend mornings. Valid weekends & holidays before 12:00 p.m.
- 30% or more off during select off-peak times.
- 30% discount on range balls. Valid anytime at any Salt Lake City driving range.
- Extra day booking window when booking times online.
- Earn reward points for free range balls, free golf cart rentals and pro shop merchandise discounts.
- Valid for one year from date of purchase.
- Upon purchase or renewal of LoyalTee Discount card receive a certificate for either (1) free 9-hole single cart rental or (1) free large bucket of range balls.
- This program is available to anyone!

Purchase the LoyalTee Discount Card at any Salt Lake City Corporation golf course

Visit www.slc-golf.com or call 801-485-7730 for more information

PEHP Healthy Utah Programs

PEHP *Healthy Utah*: Biometric testing is offered through PEHP's Healthy Utah Wellness program to measure: height, weight, BMI, body fat %, total cholesterol, HDL cholesterol, blood glucose, blood pressure, and waist circumference. Healthy Utah offers a \$50 First Steps rebate for participation and completion of a biometric screening and Health Risk Assessment. Further rebates are offered based on biometric results. Members and their covered spouses can use www.myHealthyUtah.org to schedule session appointments. This screening can be done during your annual physical.

PEHP *Waist Aweigh Program*: Is a FREE weight loss program that provides personalized health for members of PEHP who qualify to participate with a BMI of 30 or higher. Rebates are offered when target goals are met on a bi-monthly basis if participants meet their BMI goals they have set with their health coach.

PEHP *Workout Warriors*: Is an exercise program that records and rewards physical activity. Participants track their activity throughout the month and convert the information into steps to determine their activity level throughout that month. Participants are acknowledged on PEHP's website and receive bi-weekly emails with health information. Warriors are also rewarded with a drawing each month!

Smoking Cessation: Healthy Utah offers a \$100 rebate for smoking cessation, as well as access to materials and medications to help them quit through QuitNet and PEHP. Smoking Cessation medications are covered by PEHP at 100%.

Wellness Challenges: A health challenge is an email based, self paced program that focuses on one aspect of health and wellness. They are designed to challenge your current state of wellness in areas such as nutrition, physical activity, stress management, financial wellness, etc. by setting and achieving goals. They are typically one month long, starting on the first day of the month and ending on the last day of the month. However, there are challenges that run longer than one month.

WeeCare: WeeCare is a pregnancy and post-partum program provided to support and educate PEHP members. WeeCare's goal is the help expectant mothers have the healthiest and safest pregnancy possible. WeeCare Rebate information is available at www.pehp.org/weecare

Wellness Seminars: Are coordinated through the Human Resource Department to have an expert from Healthy Utah come to the workplace and present on a topic of choice from the list on their website. Seminars range from stress management to exercise presentations.

Wellness Webinars: Monthly web based presentations that provide expert information on an array of wellness topics. You can log in and listen live or you can check their archive and see all of the topics and watch the presentations that pertain to you. Check the webinar schedule to see upcoming presentations. Visit www.myHealthyUtah.org for a list of Wellness Webinars.

Salt Lake City Corporation Employee Health Clinic



As a Salt Lake City employee, you and your family members covered under a City medical plan now have exclusive access to your own personal **doctor** at a reduced cost. This full-service, private clinic provides all the services of a family doctor but at a lower cost. After you've met your deductible, your office co-pay is only \$10. Receive a 25% discount on all services. The Clinic will be an excellent option for Preventive Services covered at 100% under the Affordable Care Act for things like physicals, screenings and immunizations. Studies show a strong preventive primary care relationship can significantly improve your health. You will get more personalized care and treatment. The Clinic will be staffed with a full-time Family Practice Physician, Dr. Trevor Jacobsen, M.D. who will focus on primary care, wellness/lifestyle changes and disease management. A Medical Assistant and receptionist will assist the physician in the daily clinic operation.



Trevor Jacobson, M.D

Dr. Jacobson is Board Certified by the American Board of Family Medicine and a graduate of the University of Utah Medical School. Dr. Jacobson is a past recipient of the Gold Foundation Leonard Tow Humanism in Medicine Award, given for compassion in the delivery of care, respect for patients, their families and healthcare colleagues, and for demonstrating clinical excellence.

The Midtown Employee Clinic also accepts the following insurance plans: Altius, Cigna, Blue Cross Blue Shield and United Healthcare. Check your network ensure that Dr. Jacobson is an in network provider.

Common Services

Preventive Care

- » Annual Adult Exams
- » Blood work
- » Vaccines
- » Referrals for screenings
- » Well-child exams
- » Newborn Screenings
- » Growth development
- » School physical exams

Episodic Care

- » Strep throat
- » Seasonal allergies
- » Ear Infections
- » Pneumonia
- » Sinus issues/headaches
- » Influenza
- » Kidney infections
- » Kidney stones
- » Cellulitis
- » Skin conditions

Procedures

- » Sutures and removal
- » Wart removal
- » Lesion removal
- » Skin biopsies
- » Ingrown toenails
- » Ear lavage

Disease Management

- » Hypertension
- » Diabetes
- » Asthma
- » High cholesterol
- » Depression
- » ADD /ADHD
- » Migraine headaches
- » Obesity
- » Mental health
- » Smoking cessation

**New weight loss and smoking cessation benefit offered only at the
Salt Lake City Employee Midtown Clinic**

Midtown Employee Clinic Weight loss

(covered children 18 years and above)

Initial visit is a covered benefit for the patient with no out-of-pocket cost:

- This visit is 30 minutes
- Review of current body metrics and goal setting
- Review of past strategies both successful and unsuccessful
- Discuss barriers to exercise
- Discuss exercise prescription
- Discuss strategies for calorie counting and food diary

After initial visit, 3 more visits are available which are subject to deductible:

- Review of tracking of weight loss
- Course correction for problems with compliance
- Nutritional consultation
- Interval training
- Portion size
- Mental health barriers to weight loss

Any visits after initial 4 are referred to the EAP, ComPsych, at 855-823-5389

Online: guidanceresources.com
Company ID: SLC

Midtown Employee Clinic Smoking Cessation

(covered children 18 years and above)

Initial visit is a covered benefit for the patient with no out-of-pocket cost:

- About 15 minutes is spent with the patient
- Assess current smoking status
- Discuss past quit attempts
- Discuss contraindications to smoking cessation medications
- Understand mental health concerns
- Identify other resources: Help lines and support

After initial visit, 3 more visits are available which are subject to deductible:

- Around 15 minutes is spent with patient
- Review compliance with abstinence
- Review side effects and compliance with any prescribed medications
- Discuss mental health issues
- Discuss relapses/slips
- Reinforce help lines and support

Any visits after initial 4 are referred to the EAP, ComPsych, at 855-823-5389

Online: guidanceresources.com
Company ID: SLC

Clinic Frequently Asked Questions

Q: Is the Clinic FREE?

A: No. The Clinic is like going to any other in-network provider and all plan benefits apply. The Clinic is funded out of our medical plan reserves. The cost of services is 25% less than services provided by other in-network providers thus reducing claims costs. Lower claim costs potentially lowers premiums.

Q: Who can use the Clinic?

A: Salt Lake City employees and their covered family members who are enrolled in PEHP Summit STAR or Summit Care. The Midtown Employee Clinic also accepts the following insurance plans: Altius, Cigna, Blue Cross Blue Shield and United Healthcare. Check your network to ensure Dr. Jacobson is an in-network provider under that plan.

Q: Can retirees use the Clinic?

A: Yes. Salt Lake City retirees and their covered family members under age 65 enrolled in PEHP Summit STAR or Summit Care. Retirees enrolled in Medicare cannot use the Clinic.

Q: Do my labs drawn at the Clinic count toward my deductible?

A: Yes. All non-preventative labs drawn in the Clinic that are sent out count toward your deductible.

Q: Does the Clinic have onsite radiology services?

A: No. Patients needing radiology services will be referred to an in-network provider.

Q: Can we still go to our current doctor?

A: Yes. However, the cost of your care will likely be more expensive.

Q: Will the Clinic bill outside insurance carriers?

A: Yes. The Clinic will bill other primary and secondary insurance plans.

Q: Are walk-in appointments accepted?

A: Yes. Walk in appointments are welcome and will be accommodated in the next open appointment.

Q: Will the Clinic be open on Saturdays or evenings?

A: No. The Clinic is open for scheduled appointments Monday–Friday 8:30am.-5:00pm.

Q: Will parking be available?

A: Yes. Covered parking is available by entering the parking structure from 500 East.

How to Make an Appointment

PLEASE CALL the number below FOR YOUR FIRST APPOINTMENT

Phone: 801-320-5660

Spanish Line: 801-320-5669

After your initial visit, appointments can be made online at www.midtownemployeeclinic.com

Emotional Wellbeing

Emotional wellbeing is essential to overall health. Positive mental health allows people to realize their full potential, cope with the stresses of life, increase work productivity, and make meaningful contributions to their communities.

ComPsych Employee Assistance Program: ComPsych provides 8 face to face sessions with a counselor in the area free of charge per year per event. All Guidance Consultants are Masters or Doctorate level clinicians trained in brief solution focus therapy.

The City's EAP also offers these services to full-time employees and their eligible dependents free of cost.

Personal Information

- **Addiction:** Alcohol, Drugs, Tobacco, Internet, Compulsive Spending, Gambling and Sex.
- **Emotional Wellbeing:** ADD & ADHD, Alzheimer's disease, Anxiety, Bipolar Disorders, Depression, Eating Disorders, Memory Loss and Dementia, Obsessive-Compulsive Disorder, Psychological Trauma, Schizophrenia, Self-Inflicted Violence, Suicide.
- **Grief & Loss:** Coping with Grief, Death of a Child, Death of a Loved One, Death of a Pet, and Planning a Funeral.
- **Personal Growth:** Life Improvement, Meditation, Self-Esteem.
- **Personal Safety:** Rape and Assault, Personal Safety, Protecting Yourself, Protecting Children, Homeland Safety.

Need Help Dealing with Addictions:

- **ComPsych** - www.Guidanceresources.com offers an array of online resources to help the individual understand what the addiction is and how to combat it. Guidance Counselors are also available by phone 24/7 to aid in immediate situations and schedule the initial 8 face to face sessions with a counselor in their geographical area.

Providers specializing in PTSD and Mind-Body bridging in the ComPsych network:

Laurie Sakeada PhD PTSD Specialty	Mike Dulley PTSD Specialty	Isaac & Andrea Phillips Mind-Body Bridging Specialty
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You may request one of the above specialty providers during your initial EAP call 855-823-5389
(Company ID: SLC)

- **State of Utah** - <http://dsamh.utah.gov> Division of Substance Abuse and Mental Health (DSAMH) oversees Utah's public substance abuse and mental health system. In compliance with Utah law, DSAMH contracts directly with local county governments (local substance abuse and local mental health authorities) to provide prevention and treatment services. Under Utah law, the local substance abuse and mental health authorities are responsible for providing services to their residents.

Dealing with Addictions: Continued

PEHP Medical Plan Coverage

Summit Star (HDHP)		Summit Care		
Benefits	Contracted Provider	Non-Contracted	Contracted Provider	Non-Contracted
<i>Mental Healthcare Inpatient Hospital</i> Requires Pre-authorization by calling PEHP at 801-366-7555	80% of MAF after deductible, up to 30 days per plan year, 60-day maximum in 3-year period	<u>No coverage.</u> Must use contracted provider	80% of MAF after deductible, up to 30 days per plan year, 60-day maximum in 3-year period	<u>No coverage.</u> Must use contracted provider
<i>Substance Abuse Inpatient Hospital</i> Requires Pre-authorization by calling PEHP at 801-366-7555	80% of MAF after deductible, up to 30 days per plan year, 30-day maximum in 3-year period	<u>No coverage.</u> Must use contracted provider	80% of MAF after deductible, up to 30 days per plan year, 30-day maximum in 3-year period	<u>No coverage.</u> Must use contracted provider
<i>Mental Healthcare and Substance Abuse Inpatient Physician Visits</i>	100% of MAF after deductible and applicable office copayment per visit	<u>No coverage.</u> Must use contracted provider	100% of MAF after deductible and applicable office copayment per visit	<u>No coverage.</u> Must use contracted provider
<i>Mental Healthcare and Substance Abuse Outpatient Therapy</i>	100% of MAF after deductible and \$35 copayment per visit, up to 20 visits per plan year	<u>No coverage.</u> Must use contracted provider	100% of MAF after deductible and \$35 copayment per visit, up to 20 visits per plan year	<u>No coverage.</u> Must use contracted provider

Summit Care and Summit STAR Mental Health/Substance Abuse Covered Inpatient/Outpatient Facility's

<i>Salt Lake County Mental Health Facility</i>	A/D Psychotherapy & Clinical 8465 S 700 E Sandy, UT 84070 801-233-8577	Highland Ridge Hospital 7309 S 180 W #W27 Midvale, UT 84047 801-569-2153	University Of Utah Neuropsychiatric Institute 501 S Chipeta Way Salt Lake City, UT 84108 801-583-2500
<i>Utah County Mental Health Facility</i>	Provo Canyon Behavioral Hospital 1350 E 750 N Orem, UT 84097 801-852-2273	Steps Recovery Center 984 S 930 W Payson, UT 84651 801-465-5111	Steps Recovery Center 996 W 800 S Payson, UT 84651 801-465-5111
<i>Washington County Mental Health Facility</i>	Dixie Regional Medical Center 544 S 400 E St George, UT 84770 435-251-1000		

Financial Wellbeing

Financial wellbeing means being aware of your financial situation and managing your money to be prepared for potential financial changes. The City offers many programs to help you protect your income and prepare for a successful retirement.

Utah Retirement System (URS): Salt Lake City Corporation contributes a percentage of your salary to the Utah Retirement System. The contribution rates are determined by the URS actuary and are approved by the URS Board. You begin to accrue service credit from your first day of employment. You are vested after 4 years of service. Visit www.urs.org to determine when you will be eligible to apply for a retirement benefit.

Deferred Compensation Plans: The City provides options for you to enroll in a pre-tax 457 deferred compensation plan so you can better plan for your future retirement. We offer Great West, ING, ICMA, Utah Retirement Systems and Nationwide Retirement Solutions as investment companies. Utah Retirement Systems also offers 401(k) and IRA options to you. There are no matching City contributions for these plans.

Sick Leave (Plan A): The City offers sick leave for eligible employees. Sick leave may be used if you are unable to work because of an illness or injury. Refer to your applicable union contract or Compensation Plan.

Personal Leave (Plan B): The City offers personal leave as an insurance against loss of income when you are absent from work for any personal reason.

Short Term Disability (Plan B): The City provides through MetLife, Short Term Disability coverage for you at no cost. The maximum benefit is up to 12-weeks depending on your disability and years of service with the City. You are automatically enrolled on your hire date. This benefit provides income protection if you become disabled.

Voluntary Long Term Disability: The City offers a Long Term Disability plan through MetLife for all full-time employees to protect your income and financial wellbeing if you become disabled and eligible under the terms of the policy. The current cost is \$16 per pay period. There is a 12-week waiting period before benefits begin. Benefits are non-taxable. You will continue to earn service credit in the Utah Retirement System as long as you are receiving LTD benefits.

Public Safety: LTD is administered through MetLife at no cost for sworn police officers in the Public Safety Retirement System. Benefits are taxable. You will accrue service credit in the Utah Retirement System as long as you are disabled and receiving LTD.

Firefighters Tier II URS - LTD is administered through PEHP at no cost for Tier 2 firefighters hired after 6/30/11. Benefits are taxable. You will accrue service credit in the Utah Retirement System as long as you are disabled and receiving LTD.

Medical Premium Waiver: If you are approved for LTD benefits, PEHP will give you a premium waiver for you and your dependents that are covered on your medical plan on the date you become disabled. You will receive a 90% medical premium waiver for the first year, 80% waiver the second year and 70% waiver the third year and thereafter as long as you are receiving LTD benefits

Employee Basic Term Life Policy: The City provides, through PEHP, \$50,000 term life to help protect you and your family's financial situation in the event of your passing. The City pays the entire premium. Additional coverage can be purchased at your cost.

Optional Term Life Policy - Employee/Spouse/Dependent: The City provides, through PEHP, the option to purchase term life coverage for you and your spouse up to \$500,000 and dependents up to \$15,000. This provides financial protection to you and your family in the event of someone's death. You pay the full amount for this coverage.

Employee Basic Accidental Death & Dismemberment: The City provides, through PEHP, \$50,000 Accidental Death and Dismemberment to help protect you and your family's financial situation in the case of accidental death or dismemberment. The City pays the entire premium.

Optional Accidental Death & Dismemberment - Employee/Spouse/Dependent: The City provides, through PEHP, the option to purchase additional Accidental Death and Dismemberment for you and your dependents in increments of \$25,000 up to \$250,000. This provides financial protection to you and your family for death, loss of use of limbs, speech, hearing, or eyesight due to an accident. You pay the full amount for this coverage.

Nationwide Post Employment Health Plan, 501(c) 9: The City implemented this reimbursement program for you and your eligible tax dependents to help you fund the cost of your retiree/COBRA or other insurance premiums including: health insurance, Medicare, Medigap, prescription drug coverage, vision, dental, and long-term care insurance when you retire or separate from employment. The plan also allows you to request reimbursement for eligible out-of-pocket medical, dental and vision expenses you have paid. The City contributes an amount each pay period into your account. Refer to your union contract or Compensation Plan for contribution amount.

Group Home and Auto Insurance: The City provides you with the option to obtain insurance through MetLife or Liberty Mutual Insurance at a discounted rate as a City employee. Insurance premiums are set up as a payroll deduction from your paycheck each pay period.

Hyatt Legal Plan: Hyatt offers legal services such as Wills and Estate Planning, Debt Matters, Real Estate Matters, Elder Law Matters, Family Law, Traffic Matters, Defense of Civil Lawsuits, Document Preparation, Personal Property Protection, Consumer Protection, Family Matters and more. These services cover you, your spouse and tax dependents under age 26 who live at home, attending school or on a mission. The current cost is \$9.86 per check and is payroll deducted.

PEHPplus: PEHP plus helps promote good health and save you money. It provides savings of up to 60 percent on a wide assortment of healthy lifestyle products and services.

Retirewise® Provided by MetLife: Retirewise is a retirement education opportunity that will be available during the year at your department or is available online year-round that will help you clarify your goals and identify the steps you can take to achieve them. The program covers a range of important topics delivered by an expert who will help you put all the pieces together. Plus, you'll receive a helpful resource guide that is yours to keep once the program is over.

- **Session 1: Building the Foundation**
This session covers financial basics as well as budgeting for retirement, using money wisely, understanding the impact of inflation, the importance of tax diversification expenses, and sources of retirement income
- **Session 2: Creating and Managing Wealth**
This session examines wealth accumulation during your working years. We will look at investment strategies to help you manage market risk, including asset allocation, diversification and portfolio rebalancing.
- **Session 3: Establishing Your Retirement Income Stream**
Building on what you have learned so far, we will discuss pre-retirement strategies intended to help you generate income during retirement. You will learn about the impact of longevity, withdrawals and other factors on your retirement funds and how to use your assets to structure an income stream that addresses your wants and needs in retirement.
- **Session 4: Making the Most of What You Have**
Lastly, Session 4 will review the benefits your employer offers for a clear understanding of how they fit into your retirement plan. We will round out the program by having you think about your legacy and review the basics of estate planning.

Classes will be provided at various locations throughout the City and are also available online.

ComPsych Employee Assistance Program: The City's EAP also offers these services to full-time, and their eligible dependents free of cost.

Financial Information

- **Consumer Issues:** Contracts and Warranties, Fraud and Scams, Indent Theft.
- **Debt & Bankruptcy:** Bankruptcy, Credit, Debt Collection and Repayment, Auto Loans, Home Loans, Personal Loans, Student Loans.
- **Estate Planning & Elder Care:** Estate and Gift Taxes, Probate and Estate Administration, Elder Health Care.
- **Insurance:** Types of Insurance, Working with Insurance Companies, Claims and Appeals.

- **Personal Finance:** Banking, Budgets, Working with Financial Professionals, Investing, College Planning, Retirement Planning.
- **Real Estate:** Buying and Selling, Home Loans, Property Taxes, Rights and Responsibilities, Foreclosure, Renting Property.
- **Tax:** Filing Returns, Credits and Deductions, Audits and Appeals, Property Tax, Sales Tax, Estate and Gift Taxes.

WorkLife Balance

Work-Life balance means finding a comfortable state between priorities in daily life and those associated with work.

Vacation Accrual: Once you have completed your probationary period you will accrue vacation. Refer to your specific union contract or Compensation Plan for details.

Flexible Work Schedule: The City allows a flexible work schedule for employees. This is contingent on the operational needs of the department and must be approved by your supervisor.

Telecommuting: The City allows telecommuting depending on the department needs and the type of work performed. Telecommuting is contingent on operational needs and supervisor approval.

Mass Transit Program: The City provides an ECO Pass through UTA for TRAX, FrontRunner and other public transportation to ensure that you have a means of transportation. This benefit helps you save money on fuel, auto maintenance and lowers the impact on the environment.

Career Development: The City offers tuition reimbursement based on the following:

- **Standard Program:** Classes or degree must be job-related based on the knowledge, skills, and abilities required by the employee's current job description. Tuition for satisfactorily completed course work will be reimbursed at 70% for full-time employees up to \$3,300 and 35% for regular part-time employees up to half of the full-time employee amount. Amounts subject to change with each new fiscal year.
- **Career Development Program:** Classes or degree must relate to a reasonable career goal within Salt Lake City Corporation as agreed upon by the employee and supervisor. Tuition for satisfactorily completed course work will be reimbursed at 50% of full-time employees up to \$3,300 and 25% up to half of the full-time employee amount. Amounts subject to change with each new fiscal year.

ComPsych Employee Assistance Program: Salt Lake City Corporation offers an employee assistance program (EAP) which provides up to 8 free visits per year to help employees and their eligible family members with many challenges pertaining to stress, wellness, financial and much more. Specifically for wellness, you can also receive up to 5 initial health coaching sessions with a certified health coach. Visit www.guidanceresources.com or call 855-823-5389, Organization Web ID code is: SLC

Relationships/Family Support/Legal Information

- **Child Care:** Finding Care, State Rules and Regulations, Financing Care, Child Safety.
- **Divorce and Domestic Issues:** Getting a Separation of Divorce, Child Custody and Visitation, Child Support, Property Division, Spousal Support, Parenting and Family, Child Abuse, Sexual Abuse, Spousal Abuse.
- **Elder Care:** Finding Care, State Rules and Regulations, Caregiver Assistance, Financial and Legal Issues, Elder Health.
- **Expanding a Family:** Having a Baby, Adopting a Child.
- **Marriage and Relationships:** Dating, Marriage, Professional Relationships, Relatives, Friends, Neighbors, Lesbian Gay Bisexual and Transgender.
- **Parenting:** Grandparents, Infants, Toddlers, School-age Children, Teens, Single Parenting, Step parenting.
- **Special Needs & Gifted Children:** Behavioral Disorders, Learning Disorders, Physical Disabilities, and Gifted Children.
- **Criminal Law:** Types of Crime, Juveniles, Police Procedure, Trials and Appeals, Sentencing and Punishment.
- **Family Law:** Adoption, Cohabitation, Child Guardianship and Emancipation, Divorce, Marriage.
- **Lawyers & Court:** Alternative Dispute Resolution, Collecting a Judgment, Constitutional Issues, Lawsuits and Court Procedure, Small Claims, Working with Lawyers.
- **Injury & Health Law:** Health Insurance, Patient Rights, Personal Injury and Medical Malpractice.

Important Contacts

- URS: www.urs.org 801-366-7700
- PEHP: www.pehp.org 801-366-7555
- PEHP Plus <https://www.pehp.org/members/using-your-benefits/PEHPplus>
- Healthy Utah: www.myHealthyUtah.org 801-366-7300
- WeeCare PEHP: www.pehp.org/weecare 801-366-7400
- Nationwide: www.NRSFORU.com 877-677-3678
- MetLife: www.metlife.com 800-422-4272
- Liberty Mutual: www.libertymutual.com 888-398-8924
- ComPsych www.guidanceresources.com 855-823-5389 (Company ID: SLC)
- Midtown Employee Clinic: www.midtownemployeeclinic.com 801-320-5660
- Hyatt Legal: 800-438-6388 (say 'legal') www.legalplans.com
- SLC Intranet: <http://slcnet/>
- SLC Golf: www.slc-golf.com/ 801-485-7730
- RetireWise: www.metlifeplansmart.com 1-866-801-3547
- CPR/AED Training: www.slcfire.com 801-799-4115 or 801-503-6595
- Trent Steele: Human Resources Trent.Steele@slcgov.com 801-535-7725
- Kate Blackwood: Human Resources Kate.Blackwood@slcgov.com 801-535-6303