

Current Plan Year: July 1,2016 - June 30, 2017

INSURANCE

Costs based on per pay period rates

	Employee Costs		City Costs
Medical - Select Health Med Plus - \$1250 HDHP			
Single	\$	37.84	\$ 214.41
2-Party	\$	78.32	\$ 443.83
Family	\$	105.94	\$ 600.31
City Contribution to HSA Savings Plan			
Single	\$	-	\$ 25.00
2-Party	\$	-	\$ 50.00
Family	\$	-	\$ 50.00
Dental - EMI Choice			
Single	\$	5.07	\$ 11.83
2-Party	\$	10.73	\$ 25.03
Family	\$	18.00	\$ 42.00
Vision & Accident Insurance Policies also available- paid by employee			

CITY PAID BENEFITS

Employee Life Policy	\$	50,000.00
Spouse Life Policy	\$	10,000.00
Child(ren) Life Policy	\$	10,000.00
Accidental Death & Dismemberment (AD&D)	\$	100,000.00

Additional Life and AD&D Policies available - paid by employee

Short Term Disability (STD)

Long Term Disability (LTD)

Employee Assistance Program (EAP)

PAID TIME OFF

Non-Sworn Full Time Employees:

- * PTO is accrued on a per pay period basis. Years of service 0-5 accrue 6.16 hrs. per pay period.
- * Accrual hours increase at 6, 11 and 16 years of service. Part time employees accrue on a prorated basis.
- * The city is closed for 11 holidays a year.
- * Employees also receive an 8 hr. personal holiday to be used anytime during the fiscal year.

Sworn Full Time Employees: Sworn Employees utilize a vacation/sick leave schedule.

- * Vacation is accrued on a monthly basis. Years of service 0-8 accrue 8 hrs. a month.
- * Accrual hours increase at 9 and 17 years of service. Part time employees accrue on a prorated basis.
- * Sick leave is accrued at the rate of 8 hours per month.
- * Employees receive 88 Holiday hours that accrue and must be used quarterly.
- * Employees also receive an 8 hr. personal holiday to be used anytime during the fiscal year.

ADDITIONAL CITY BENEFITS

Social Security Exemption: Cottonwood Heights is exempt from social security and has elected to contribute the 12.4% to a retirement account for individual employees. The City and the employee each contribute 6.2%.

Pension Program: Employees working 20+ hours a week are eligible to participate in the Utah Retirement System.

Tuition Reimbursement: The City currently reimburse up to \$2000 per year. This is available after the employee has been working for one full year.

Recreation Center: Full time Employees are eligible to join the Cottonwood Heights Rec Center for half price. Single, Couple and Family passes are available. Full time benefited employees are also offered a free Premium Dau Pass upon request

Cafeteria Plan: The City offers a 125 FLEX plan and a Limited Flex Plan. The employee designates funds they want set aside pre-tax to be used for medical costs and/or child care costs.