

Current Plan Year: July 1,2015 - June 30, 2016

INSURANCE			
	<u>Costs based on per pay period rates</u>		
	Employee Costs		City Costs
Medical - Select Health Med Plus - \$750 Traditional			
Single	\$	52.27	\$ 228.83
2-Party	\$	109.90	\$ 471.90
Family	\$	166.30	\$ 620.65
Medical - Select Health Med Plus - \$1250 HDHP			
Single	\$	35.97	\$ 203.83
2-Party	\$	74.45	\$ 421.90
Family	\$	100.70	\$ 570.65
City Contribution to HSA Savings Plan			
Single	\$	-	\$ 25.00
2-Party	\$	-	\$ 50.00
Family	\$	-	\$ 50.00
Dental - EMI Choice			
Single	\$	4.56	\$ 10.64
2-Party	\$	9.65	\$ 22.51
Family	\$	16.20	\$ 37.80
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			
<u>Non-Sworn Full Time Employees:</u>			
* 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.			
<u>Sworn Full Time Employees:</u> 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			
<u>Social Security Exemption:</u> 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%.			
<u>Pension Program:</u> Employees working 20+ hours a week are eligible to participate in the Utah Retirement System.			
<u>Tuition Reimbursement:</u> The City currently reimburse up to \$2000 per year. This is available after the employee has been working for one full year.			
<u>Recreation Center:</u> Full time Employees are eligible to join the Cottonwood Heights Rec Center for half price. Single, Couple and Family passes are available.			
<u>Cafeteria Plan:</u> The City offers a 125 FLEX plan. The employee designates funds they want set aside pre-tax to be used for medical costs and/or child care costs.			