LAYTON CITY BENEFIT HIGHLIGHTS 2022-2023

POLICE EMPLOYEE SUMMARY

Nothing in the Employee Summary shall constitute a contract or agreement between the City and the Employee. The summary is offered only for information purposes.

Additional specific information can be obtained in the benefit booklets and online.

CITY/EMPLOYEE PAID BENEFITS

Employee Premium Portion: (Includes Health, Dental, and Vision total premium)

<table>
<thead>
<tr>
<th>Coverage</th>
<th>Employee Only</th>
<th>+1 dependent</th>
<th>Family 2 or more</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost per pay period:</td>
<td>$118.74</td>
<td>$120.71</td>
<td>$123.23</td>
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</tbody>
</table>

Health/Hospitalization – Self-Funded program through Select Health
- Costs to employees may be higher at non-participating providers.
- Annual Deductible $250 per person/$500 per family
- In-patient hospital 95% paid / Out-patient surgery 95% paid / Preventative Services 100% paid
- Most eligible claims are payable at 80% insurance paid, 20% employee paid

Prescription Drugs – Annual Deductible $200 per person/$400 per family for Tier 2 and Tier 3 prescription drugs. Tier 1 & Tier 2 prescription drugs are covered at 80%, employee pays 20% at pharmacy. Tier 3 and Tier 4 prescription drugs are covered at 50%, employee pays 50% at pharmacy. Tier 1, 2 & 3 out-of-pocket maximum is $2,500 per person or $5,000 per family. Tier 4 prescription drugs have a separate deductible of $500 per person and an out-of-pocket maximum of $16,000 per person.

RX Help Center – This is a service to help with the higher out-of-pocket copays, deductibles, or coinsurances typically associated with the expensive brand maintenance, single source generics, or specialty medications. There is no cost to you for this service.

Dental – Self-Funded program through Select Health
- Annual deductible $50 per person/$150 per family
- $1,000 maximum per person per year
- Preventive diagnostic services 100% of eligible expenses, 2 times per year
- Basic services 80%/20% of eligible expenses
- Prosthodontic services 50%/50% of eligible expenses
- Orthodontic services 50% up to $1,000 per person

Vision – Vision Service Plan (VSP) Employees may elect vision coverage only

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</thead>
<tbody>
<tr>
<td>Cost per pay period:</td>
<td>$0</td>
<td>$1.97</td>
<td>$4.49</td>
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</table>

- Exam co-pay $20
- Eyeglasses: Frame replaced every twenty-four (24) months, $130 allowance; lenses replaced every twelve (12) months; co-pay $20
- Contacts: Plan pays a maximum of up to $130 per year for contacts

WellRight Wellness Program –
- Bronze Status – refund of $260 per year by completing 4 quarterly wellness activities (2,000 points annually)
- Silver Status – $260 plus 1 additional vacation day by acquiring 5,000 points through wellness activities
- Gold Status – $260 plus 2 additional vacation days by acquiring 7,500 points through wellness activities

Flex Accounts – The employee’s insurance premiums are deducted from their gross wages before taxes. In addition, employees may elect to have additional money deducted pre-tax and deposited into their Flexible Spending Account. This money reimburses qualified out-of-pocket expenses. These include:
- Medical Expenses – Deductibles, Co-Insurance, Prescriptions, plus other qualified expenses
- Dependent Care – Cost of caring for children or other dependents while employee is at work

CITY PROVIDED

Life Insurance – Group coverage and optional elective coverage provided through The Standard.
- Individual Life – City provides a $30,000 life insurance policy for each employee
- Dependent Life – City provides life insurance coverage of $2,000 for each dependent
- Additional elective supplemental insurance is available at the employee’s expense (group rates & portable).
  Rates based on employee age in five (5) year increments.
Short Term Disability Program

Teledoc – Provides you and your eligible dependents with 24/7 access to U.S. board-certified doctors and pediatricians by phone or online video.

Long Term Disability Program – Provided through The Standard
- Eligible for benefits following ninety (90) days of disability: Continuation Pay equal to 66.7% of salary (or 100% if disabled in Line-of-Duty), for up to 2 years, and may be extended until retirement or age 65 if qualified.

Short Term Disability Program – Provided through Colonial Life (optional)
- Provide income replacement for up to 90 days if unable to work.
- Rates are determined by age & elimination period selected.

Retirement – Tier 2 Utah Retirement System (25 year plan) – Hired after July 1, 2011
- Hybrid Plan – Employer contributes an amount equal to 14% of salary plus the additional 2.59% employee pick-up contribution for a total of 16.59%. After four (4) years service 100% vested in the Public Safety Hybrid Plan.
- Defined Contribution Plan – Employer contributes an amount equal to 14% of salary to 401(k).
- Employees may also elect to contribute their own money to a tax deferred 401K, 457 or after tax 457 retirement plan available from the Utah Retirement System and/or ICMA Retirement Corp. The ICMA 457 offers Roth provisions.
- Employees may also elect to contribute their money to a Roth IRA plan available from the Utah Retirement System and/or ICMA Retirement Corp.

Leaves Accrual

Annual Leave – Accrual of 3.6924 hours/pay period (8 hrs/month) during first five (5) years
- Receive 40 hours upon date-of-hire, will accrue at a reduced rate (2.154) during 1st year of service
- Accrual rates increase after five (5), ten (10) and fifteen (15) years of service
- May accrue up to a maximum of two-hundred and forty (240) hours (by the end of the 1st pay period in January) each year

Sick Leave – Accrual of 3.6924 hours/pay period (8 hrs/month)
- May accrue up to maximum of 1000 hours
- After five (5) years service, one third (1/3) of accrual balance is paid upon termination
- May be used for illness and medical related issues for self and immediate family members
- Annually (each October) employees may convert up to one-third (1/3) of the current year unused sick leave accrual into ‘cash’, 457 or 401k plan or to be transferred to annual leave. Employees with more than 480 hours accrued may convert two-thirds (2/3) to cash, 457, 401k or annual leave.

COMPENSATION

Pay days – Employees are paid every other Friday
- There are twenty-six (26) pay days per year
- There is one week lag in payment for time worked
- 4/10 work schedule

Payroll Deductions – Auto-Deposit of the net paycheck, plus additional Auto-Deposits for Layton City Water Bill, Deferred Compensation-457 Retirement Plans, IRA Plans, Sub-4-Santa, United Way, Exercise Facility, EOS/VASA gym membership, Surf-N-Swim family pass and Department Association dues.

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