



LAYTON CITY BENEFIT HIGHLIGHTS 2021-2022 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)

<i>Coverage:</i>	<u>Employee Only</u>	<u>+1 dependent</u>	<u>Family 2 or more</u>
<i>Cost per pay period:</i>	\$111.00	\$112.97	\$115.49

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

<i>Coverage:</i>	<u>Employee Only</u>	<u>+1 dependent</u>	<u>Family 2 or more</u>
<i>Cost per pay period:</i>	\$0	\$1.97	\$4.49

- 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.



Employee Assistance Program (EAP) – (801) 392-6833 Provided by Blomquist Hale Consulting

- Counseling service for the employee and family members living in the same home
- Counseling services include emotional/stress management, family and parenting issues, depression, substance abuse, financial planning, legal assistance, and other various topics.
- Crisis Intervention Hotline

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 2.27% employee pick-up contribution for a total of 16.27%. **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.

Leave 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

- \$900 annual uniform allowance
- Free gym membership
- Take home car

Paid Holidays – Holiday Compensation Accrual – accrual of **3.69 hours/pay period**. This

accrual covers the worked Holidays by providing equal hours to be taken at a later time. This is given the first pay period in July and again the first pay period in January. The Holiday Comp hours **must be used or will be paid out** prior to the next semi-annual accrual. Equivalent to **Twelve (12) paid holidays per year**: New Year's Day, Martin Luther King Day, President's Birthday, Memorial Day, Independence Day, Pioneer Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day.

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.