



BENEFITS OVERVIEW

2016/2017

FIRE

INSURANCE			
		Employee Costs	
LONG TERM DISABILITY		0.20%	
MEDICAL - SELECT HEALTH	Costs based on per pay period rates		
	MED +	VALUE	CARE +
Single	\$48.26	\$53.11	\$66.46
2 Party	\$103.43	\$113.88	\$142.83
Family	\$139.22	\$153.12	\$192.37
DENTAL - EDUCATORS MUTUAL INSURANCE (EMI)			
Single	\$5.49		
2 Party	\$6.96		
Family	\$10.22		
MENTAL HEALTH - BLOMQUIST HALE/UNIVERSITY OF UTAH			
Single	\$1.14		
2 Party	\$2.29		
Family	\$4.00		
LIFE INSURANCE			
TERM LIFE INSURANCE			
City benefit per month		Additional Coverage Available	
Employee \$30,000		Up to \$500,000	
Spouse \$5,000		Up to \$500,000	
Child (Under 26) \$2,500		Up to \$15,000	
ACCIDENTAL DEATH & DISMEMBERMENT			
Employee \$50,000		Additional Individual & Family Coverage	
		Additional Coverage available for Accident Weekly Indemnity and Accident Medical Coverage	
RETIREMENT			
UTAH RETIREMENT SYSTEMS - URS 100% City paid			
Employees will be placed into Tier I or Tier II retirement plan based on the date they entered the Utah Retirement System. Benefits paid to employees at the time of retirement will depend on which Tier an employee is enrolled in and which option was selected.			
<i>WEST VALLEY CITY DOES NOT PARTICIPATE IN SOCIAL SECURITY</i>			
PAID TIME OFF			
Holiday Hours	132 hours given each November (pay period 24)		
PTO - Paid Time Off			
Probationary - 6 hours per pay period			
Off Probation - 120 hours given each November (pay period 24) PLUS			
6 hrs ppd 1 - 5 yrs			
7.5 hrs ppd after 5 yrs			
9 hrs ppd after 10 yrs			
10.5 hrs ppd after 15 yrs			
12 hrs ppd after 20 yrs			