



# BENEFITS OVERVIEW

2017/2018

FIRE

INSURANCE				
	WVC Costs	Employee Costs		
LONG TERM DISABILITY		0.70%		
MEDICAL - SELECT HEALTH	Costs based on per pay period rates			
		MED +	VALUE	CARE +
<b>Single</b>	\$207.52	\$51.88	\$57.08	\$71.43
<b>2 Party</b>	\$444.76	\$111.19	\$122.39	\$153.54
<b>Family</b>	\$598.64	\$149.66	\$164.61	\$206.81
<i>(\$15.00 ppd savings if participating in the Wellness Program)</i>				
DENTAL - EDUCATORS MUTUAL INSURANCE (EMI)				
<b>Single</b>	\$21.96		\$5.49	
<b>2 Party</b>	\$27.84		\$6.96	
<b>Family</b>	\$40.88		\$10.22	
MENTAL HEALTH - BLOMQUIST HALE/UNIVERSITY OF UTAH				
<b>Single</b>	\$5.08		\$1.27	
<b>2 Party</b>	\$9.99		\$2.50	
<b>Family</b>	\$17.36		\$4.34	
LIFE INSURANCE				
TERM LIFE INSURANCE				
City benefit per month		Additional Coverage Available		
\$4.08 Employee \$30,000		Up to \$500,000		
\$0.46 Spouse \$5,000		Up to \$500,000		
\$0.27 Child (Under 26) \$2,500		Up to \$15,000		
ACCIDENTAL DEATH & DISMEMBERMENT				
\$1.84 Employee \$50,000		Additional Individual & Family Coverage		
		Additional Coverage available for Accident Weekly Indemnity and Accident Medical Coverage		
RETIREMENT				
Hired BEFORE 7/1/11				
Firefighter Pension	23.47%			
Hired AFTER 7/1/11		(DB)	(DC)	(UAAL)
TIER II Defined Contribution	12.08%		12.00%	0.08%
TIER II Hybrid Retirement	12.08%	10.82%	1.33%	0.08%
<i>WEST VALLEY CITY DOES NOT PARTICPATE IN SOCIAL SECURITY</i>				
PAID TIME OFF				
Holiday Hours	110 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				
ADDITIONAL CITY BENEFITS				
Employee Assistance Program	\$4.00			
Medicare	1.45%			
Workers Compensation	4.22%			
Unemployment	0.75%			
Payroll Accrual	0.99%			