

Tooele City's Benefit Package It's About Your Health...Your Lifestyle...and Your Future!

Tooele City Corporation Summary of Employee Benefits Available to Council Members

Current as of July 2009

*Your benefit package is a large component of your total compensation package. Tooele City's benefits have been designed to consider your health, your lifestyle, and to improve your future. The following is a summary of the benefit package available to **Tooele City Council Members**. This summary is provided as an overview only and is subject to change without notice. Please reference specific plan documents for additional questions and answers. In the event this document and specific plans conflict, plan documents will prevail.*

LIFE INSURANCE

Mutual of Omaha Life Insurance

City Council members below age 65 receive \$10,000 of basic life insurance, which reduces at ages 65 to \$6,500; at age 70 to \$4,500; at age 75 to \$3,000; at age 80 to \$2,000; at age 85 to \$1,500; and at age 90 to \$1,000, at no cost.

You may apply to purchase additional/supplemental life insurance, up to 5 times the amount of your annual salary. Guaranteed issue of up to \$100,000 of voluntary life is available upon employment. After this point, an evidence of insurability will be required. Evidence of insurability will also be required for requested amounts of more than \$100,000 with the maximum being five times your annual salary. (See plan description for specific details and limitations concerning benefits)

Utah State Retirement System

If enrolled in the Utah Retirement System benefits (see below) your beneficiary may be provided with benefits upon your death. The financial settlement your beneficiary receives when you die is determined by your status in the system. The Utah Retirement System outlined their death benefits in the brochure titled Utah Retirement Systems Highlights. This brochure is available from the human resource office or online at www.urs.org.

DEPENDENT LIFE INSURANCE

Mutual of Omaha Life Insurance

For minimal premiums, you may purchase dependent life insurance for your spouse and dependent children. The basic dependent life insurance plan includes \$5,000 of basic life insurance on a legal spouse and \$2,500 per eligible dependent.

You have the option to purchase additional/voluntary dependent life insurance. Guaranteed issue of up to \$50,000 of voluntary life is available for a legal spouse, and up to \$10,000 on dependents, upon employment. After this point, an evidence of insurability will be required. You can purchase up to \$100,000 (or up to 50% of the employees voluntary amount) on a legal

spouse, and up to \$10,000 additional/voluntary life insurance coverage on eligible dependents. (See plan description for specific details and limitations concerning benefits)

ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

Mutual of Omaha Life Insurance

You are provided \$10,000 Accidental death & Dismemberment (AD&D) insurance in the event the employee's death is due to an accident. This \$10,000 of coverage is provided at no cost to the employee. An additional 10% benefit is provided if you die in an automobile accident and was wearing a seatbelt, and/or an additional 5% benefit if in a seat with an airbag. In addition to the death benefit, partial benefits are paid for dismemberments.

You are provided the opportunity to purchase supplemental AD&D insurance up to a maximum amount of \$350,000. Amounts in excess of \$150,000 may not exceed 10 times the employee's annual salary. No evidence of insurability is required for supplemental AD&D. Benefits start at the first of the month following enrollment. **NOTE:** All AD&D benefits are paid to the employee's beneficiary in addition to the employee's basic life benefits. (See plan description for specific details and limitations concerning benefits)

DEPENDENT ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

Mutual of Omaha Life Insurance

You may purchase voluntary AD&D coverage to include coverage on your dependents. Under a full family plan the spouse's sum is 40% and the child's sum is 10% of the employee's principal sum. If no children are included in the family plan, the spouse's plan increases to 50%. If a spouse is not included in the family plan, the child's benefit increases to 20% of the employee's principal sum.

401K SAVINGS PLAN

John Hancock Financial

After 6 months of service, you may enroll in the 401K Savings Plan. This benefit provides you with the opportunity to defer compensation on a pre-tax (Traditional 401K) or after-tax (Roth 401K) basis which is subsequently invested into options of your choice. You become 33% vested after 1 year and 1 day of service, 66% vested after 2 years and 1 day of service, and 100% vested after 3 years and 1 day of service.

RETIREMENT – PENSION BENEFIT

Utah State Retirement

Pursuant to eligibility requirements, City Council members are enrolled in the Non-contributory Retirement package through the Utah State Retirement System. Tooele City contributes 11.66% of your salary on your behalf.

Retirement benefits are payable when you meet the eligibility and service requirements under the

plan.

In addition to the retirement benefits under the Utah State Retirement System, a death benefit is provided to the employee 's beneficiary (See Life Insurance). If certain qualification requirements are met, the beneficiary may also receive a monthly payment upon death of the Tooele City employee.

IRA PLANS (TRADITIONAL IRA OR ROTH IRA)

You are provided with the opportunity to use two additional tax-favored savings plans: the URS Roth IRA and the URS Traditional IRA. An Individual Retirement Account (IRA) combined with other retirement plans provides additional option to save for a comfortable retirement and may assist with tax and estate planning. The ease of payroll deductions and no minimum investment amount makes these IRA plans desirable to employees.

SECTION 125 CAFETERIA PLAN

The Flex Card

You have the option to defer money on a pre-tax basis for health care and dependent care reimbursement. Tooele City is pleased to offer a fairly new option for your flexible spending account benefits. The Flex Card is a debit-type card that allows you to "swipe and go". Once you specify the annual contribution you would like withheld from you're paycheck, on a pre-tax basis, your funds are available to you. Upon acquiring eligible expenses (i.e. paying co-payments, medical bills not covered by insurance, or day care), you can swipe your card to have the funds paid directly from your Flex account or you may elect to pay for the expense and request reimbursement. The benefit is that the money has never been taxed.

You may defer \$5,000 per family to the dependent care account for a married couple filing jointly, or for a single parent. You may defer \$2,500 for a married person filing separately. Use is subject to some limitation and the employee will be required to provide documentation prior to reimbursement. Please see the Policies & Procedures manual for specific details.

WORKER'S COMPENSATION FUND OF UTAH

Worker's Compensation Fund of Utah

You are provided with workers compensation benefits in the event you are injured on the job. This benefit is provided at no cost to you. Worker's compensation benefits cover your medical, rehabilitation, and lost wage expenses up to the established legal limit.

If you are injured on the job, you must report injuries as soon as practical. All reports should be made to the supervisor or department head. In the event an accident results in an immediate need for service, the employee should utilize Mountain West Worx at 2055 N Main (inside the hospital) or report to the emergency room. The injury should still be reported to the supervisor or department head immediately.

COLONIAL INSURANCE

You may purchase additional benefits through Colonial Life Insurance. Benefits available include Cancer Insurance, Supplemental Life, and Accident Insurance.

DIRECT DEPOSIT

Tooele City Corporation provides employees with direct deposit.

TOOELE CITY WELLNESS PASS

Tooele City believes that your health and wellness is improved by engaging in physical activity.

To help encourage you to get active, council members, their legal spouse, and dependent children age 19 or younger living in your household are provided with unlimited use of City facilities at no cost. Such facilities include Tooele City Golf Course, Tooele Swimming Pool, complex buildings, and pavilions. This pass does not apply to Cemetery services or facilities.