

Springville City Full-time Employee Benefits Summary – 2007-2008

In addition to employee wages, full-time Springville City employees receive a number of benefits. Refer to your employee handbook for full details. These benefits are summarized as follows:

- **Health Insurance**
 - Springville City pays, on average, about **\$11,354** per family annually to insure its employees for health and dental coverage.
 - Springville City will pay 95% the lowest cost health insurance plan offered by the City.
- **Dental Insurance**
 - Springville City will pay 95% of the dental insurance plan offered by the City.
- **Cafeteria Plan**
 - Optional cafeteria plan available to pay medical payments and child care expenses *before* taxes. This comes at no cost to the employee.
- **Life Insurance**
 - \$50,000 in life insurance is paid for by Springville City plus an additional \$50,000 for AD&D. Additional insurance can be purchased at low cost.
- **Pension, 401k Plan and Social Security**
 - Springville contributes 11.62% to the Utah Retirement Systems pension plan and \$750 to a 401k plan. Employees may have matched a contribution of up to 2.25% of their wages.
 - Public safety officers receive contributions of 22.61% of salary to the State retirement plan and can contribute to 401k or 457 plans without a match.
 - Springville City contributes FICA payments to the Federal Government on all employees for Social Security Benefits.
 - Springville City offers a 457 plan to all employees.
- **Long-Term Disability Coverage**
 - Every employee is covered for long-term disability (after three months of disability) for 2/3 of their wages.
- **Vacations**
 - Employees accrue up to 22 days of vacation annually depending upon the number of years of employment.
- **Holidays**
 - 11 paid holidays annually
 - 1 personal holiday annually
- **Sick Leave**
 - 12 days of sick leave accrued annually
 - 25% of unused, annually accrued sick leave may be “sold” back to the city in the fall. (Up to 3 days per year.)
- **Other Leave with Pay**
 - Bereavement (Death in the Family) – up to 3 days for immediate family
 - Jury Duty
- **Leave without Pay**
 - Family and Medical Leave Act – up to 12 weeks of unpaid leave
 - Military Service and Political Leave
- **Formal Educational Training Reimbursement**
 - Tuition reimbursement for successful completion of work-related, City Council approved education.