

OGDEN CITY CORPORATION

Summary of Benefits for Sworn Fire Employees

BENEFIT	WHO PAYS?	WHEN ARE YOU ELIGIBLE?	WHAT WILL YOU RECEIVE?
Beginning pay	City	Immediately	\$3,256.70 per month
Clothing Allowance	City	Immediately	\$700.00 initial allowance at hire;\$30.00 per pay period
Language Pay	City	Upon approval	Extra pay for bilingual skills, as verified through testing
Jury Duty	City	Immediately	Full salary while on jury duty
Military Leave	City	Immediately	Full salary, not to exceed 15 consecutive days in a fiscal year
Sick Leave	City	Immediately	12 working days per year; accrue 5.18 hours bi-weekly
Vacation Leave	City	a) Upon hire b) After 3 years c) After 9 years d) After 14 years	a) 9.86 hours earned on a bi-weekly basis* b) 10.72 hours earned on a bi-weekly basis* c) 12.01 hours earned on a bi-weekly basis* d) 14.15 hours earned on a bi-weekly basis* *Bi-weekly accrual Includes Holiday Pay
Dental Plan	City/Employee	1st of the month following hire date	Group rates on dental care and treatment
Employee Assistance Program (EAP)	City	Immediately	Free confidential counseling sessions provided for employees & dependents regarding marital, emotional, job, stress or legal problems
Flexible Savings Accounts	Employee	1st of the month following hire date	Allows employees to pay for medical expenses and child care expenses with before-tax dollars
Health Insurance	City/Employee	1st of the month following hire date	<i>Choice of two HMO plans or HDHP</i> - City contributes up to 100% of premiums; HDHP participants eligible for H.S.A.
Life Insurance	City	1st of the month following hire date	\$25,000 Life & \$25,000 AD&D coverage per employee; \$2,000 Basic Life per dependent; Term Life and dependent life coverage available at employee's expense
Other Optional Group Plans	Employee	1st of the month following hire date	Group rates for vision, legal services, identity theft, AFLAC, short-term disability, AD&D insurance, Pet insurance
Telemedicine	City	1st of the month following hire date	Talk to a doctor for free to resolve many medical issues for you and your dependents. Must be enrolled in City's health insurance to be eligible
Deferred Compensation	Employee	Immediately	Tax deferred savings program for retirement
Disability Retirement	City	Dependent on years of service	<i>Utah Retirement Systems</i> Firefighter unable to perform firefighter service due to a physical or mental condition, eligibility restrictions apply
Retirement Account	City	Immediately	<i>Utah Retirement Systems</i> Tier 1 or 2 retirement benefit depending on hire date, with 4-year vesting
Employee Loan	Employee	After 6 months	PC, bike and exercise equipment loans available when funding is available
Own in Ogden Program	City/Employee	Immediately	Down payment assistance and loan when buying primary residence within overall target area in Ogden. (See guidelines and terms)
Tuition Reimbursement	City	Immediately	Educational assistance may be provided up to 50% of the cost of tuition, fees and books not to exceed \$1,000 in a fiscal year (when funding is available)
Wellness Program	City	Immediately	In an effort to improve the overall health of employees, reduce stress, build morale, reduce insurance costs and sick leave use, the City offers a Wellness Program to its employees. Consists of health club memberships, lunch & learn health meetings, contests, participation in health programs

THIS IS INTENDED TO BE A BRIEF SUMMARY OF CITY BENEFITS. FOR A MORE DETAILED EXPLANATION OF ALL BENEFITS REFER TO THE PERSONNEL POLICY MANUAL, ASK YOUR SUPERVISOR OR CONTACT THE HUMAN RESOURCES OFFICE.

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