

**SUMMARY OF BENEFITS AND OTHER INFORMATION
EFFECTIVE JULY, 2010**

PUBLIC DIVISION RETIREMENT

Non-CONTRIBUTORY

Paid by Emery County for employee	13.37 %
401K Deferred Compensation also paid by County	<u>01.99 %</u>
TOTAL Non-CONTRIBUTORY	15.36 %

CONTRIBUTORY *(Not available to new employees)*

All paid by the Employer Match also paid by County	15.36%
TOTAL EMPLOYER CONTRIBUTION	15.36%

TOTAL CONTRIBUTORY	15.36%
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GROUP INSURANCE – PREMIUM PRESENTLY PAID 100% BY Emery COUNTY

Single Employee	Medical, Dental, Vision	\$663.29
	Reliance Life w/AD&D	\$ 19.50
Two Party Insurance	Medical, Dental, Vision	\$1081.83
	Reliance Life w/AD&D	\$ 19.50
Family Insurance	Medical, Dental, Vision	\$1650.52
	Reliance Life w/AD&D	\$ 19.50

Meritain **Group #02109**
Administered by Meritain (800) 581-1995

PLEASE NOTE:

It is urgent you notify the Personnel Office of any change in your family status within thirty (30) days!

Medical Insurance and Life Insurance is effective the first day of employment. Dependents are covered through age 26 if they meet the requirements of the IRS guidelines for dependents.

LONG TERM DISABILITY:

Paid by Emery County on behalf of employee	0.006 %
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SOCIAL SECURITY:

Employee Withholding, for F.I.C.A.	6.2%
Employee Withholding, for Medicare	1.45
Paid by Emery County for Employee, for F.I.C.A.	6.2%
Paid by Emery County for Employee, for Medicare	1.45

TOTAL	15.2%
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OTHER BENEFITS PAID BY Emery COUNTY:

(1) Workers Compensation Fund Insurance
(Notify your supervisor and the Personnel Office of the Emery County (435) 381-2307 immediately if you are injured on the job)

(1) Unemployment Insurance

OTHER PROGRAMS AVAILABLE : (Purchased by employee thru payroll withholdings, administered through Emery County)

401K Program Deferred Salary Plan
457 Program Deferred Salary Plan
Roth IRADeferred Salary Plan

Insurance information provided on request

RelianceAdditional Life Insurance for
Spouse and dependents
AFLAC Supplemental Health Plan
Pre-Paid Legal..... Identity Theft Protection

DIRECT DEPOSIT. A voided check is needed to process direct deposit. Pay periods are bi-weekly.

HOLIDAYS:

There are 13 paid holidays. All career service employees shall be compensated for work performed on holidays at time and one-half their regular rate of pay.

VACATION AND SICK LEAVE:

Vacation is accrued at the rate of one day per month. Part time career service employees shall accrue prorated vacation leave, subject to other limiting provisions. Employees with over 10 cumulative years of County service shall accrue 1.25 days and those over 20 years of County service shall accrue 1.50 days of vacation leave per month. Vacation hours exceeding 120 hours at the end of December will be cashed out. Vacation has a monetary value. When you leave the employment of Emery County, any vacation hours being carried will be paid out to you with your final check, unless employee terminates during the orientation period.

Sick leave is accrued at the rate of on day per month. You are allowed a total of 12 days (96 hours) each year of sick leave. Part time career service employees shall accrue prorated vacation leave, subject to other limiting provisions. Sick leave is not a right of employment. It is a privilege. Even though employees may request to use accrued sick leave and the County offers a cash reward upon termination of unused sick leave, ownership of the leave time belongs to the County.

PERSONNEL & POLICY MANUAL:

A copy of the County Personnel and Policy Manual will be provided to you upon request to Personnel. You also have access to a copy in your department or over the internet on the County’s website. The manual is listed under the Personnel Office.

WEB PAGE:

Emery County’s website is www.emerycounty.com

IF YOU HAVE QUESTIONS ABOUT ANY OF THE ABOVE, PLEASE CONTACT THE PERSONNEL OFFICE AT (435) 381-2307

