

BENEFITS

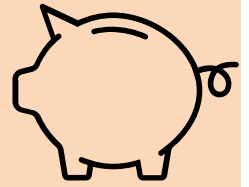


Provo City Benefit Highlights

Provo City offers a highly competitive benefit package available to all full-time employees. These benefits include the following:

UTAH RETIREMENT SYSTEMS

- Full-time employees (except for specific exempt executive positions and elected officials) are enrolled in one of the Utah Retirement System Plans: Public Employee, Firefighter, or Public Safety.
- Employees choose between our Hybrid Option (Pension) or our Defined Contribution Option (401k). To learn more about this valuable benefit, go to <https://www.urs.org/general/Publications>.
- Create additional retirement income by contributing to a 401k, 457, or Roth/Traditional IRA. Full-time employees receive up to a 2% 401k match after 1 year of employment (appointed positions receive the match upon hire).



MEDICAL

- Three medical plans to choose from with comprehensive, affordable coverage. Two plan options, for single or family, are covered 100% by Provo's benefit contribution.
- HSA or flexible spending is available depending on which medical plan is selected. The HSA plan options have money left over from the City's contribution that can be put into your HSA account.



DENTAL

- Three dental plans to choose from with preventive, basic and major dental work coverage.
- One plan with orthodontic coverage.



PAID LEAVE

- Generous paid vacation and sick leave.
- 110 hours of holiday pay
- 2 weeks of paid parent leave for the birth of a child plus an additional 4 weeks of paid leave for employees who are the birthing parent.
- 3 days of paid bereavement leave



VISION

- Two vision plans available that help with eye care expenses such as: periodic eye exams, eyeglasses, lenses and contact lenses.



EMPLOYEE ASSISTANCE PROGRAM

- Provo's EAP provides free assistance for everyday issues. These services are available to our employee's entire household.



FINANCIAL SECURITY

- Provo provides \$50,000 of Life and AD&D coverage, at no cost to employees. In addition, you can purchase additional life and AD&D insurance on yourself, spouse and children.
- After 6 months of employment, Provo will pay the premium for your LTD coverage. This coverage pays 60% of pre-disability earnings after a 90-day elimination period.



LEGAL PLAN

- Legal advice and services from a nationwide network of attorneys, with coverage for many personal legal issues.



AFLAC VOLUNTARY SUPPLEMENTAL COVERAGE

- Three supplemental plans to choose from: Accident insurance, Hospital Indemnity insurance and Critical Illness insurance.



If you have questions — email Luke Williams in Human Resources at LuWilliams@provo.utah.gov or call (801) 852-6186