



BASIN RECREATION

SNYDERVILLE BASIN SPECIAL RECREATION DISTRICT 2022 SUMMARY OF BENEFITS For Full-Time Benefited Employees

Medical Insurance

- Medical Insurance is provided through Select Health using the Med network.
 - The District offers 2 different plans to choose from. One of the choices is a Qualified High Deductible Plan with a Health Savings Account. The other is a traditional plan.
 - The District contributes 100% of the medical insurance premium for the Qualified High Deductible Plan. Or, the employee may buy-up for the traditional plan option.
 - The District will contribute an annual total of \$1,250 for single coverage or \$2,500 for two-party/family coverage to the employee's Health Savings Account, if the employee enrolls in the Qualified High Deductible Plan.
 - Should the employee elect to waive medical coverage because of other existing coverage, the District will pay the employee \$350 per month through payroll.
 - Insurance is effective the first of the month following date of hire.
 - Free flu shots annually to those on the medical insurance plan.

Dental Insurance

- Dental Insurance is provided through EMI Health.
 - The District contributes 100% of the dental insurance premium for single /two-party/family coverage.
 - Insurance is effective the first of the month following date of hire.

Cafeteria Plan (FSA)

- Flexible Spending Accounts (FSA) for Health Care and Dependent Care are provided by Health Equity.
 - Employees cannot enroll in the Health Care Flexible Spending Account if they enroll in the QHDP medical plan with the Health Savings Account.

Health Savings Account (HSA)

- If enrolled in a QHDP medical plan, benefited employees can contribute above and beyond what the District contributes up to the annual IRS maximums through elective pre-tax bimonthly payroll deductions.
 - Once HSA account funds reach \$2,000, they can be invested in mutual funds.

Life Insurance and Accidental Death & Dismemberment

- Basic term life insurance and AD&D is provided at no cost to the employee.
 - Benefited employees receive group term life insurance in the amount of \$50,000 for the member, \$5,000 for the Member's spouse and \$2,500 for the member's children.
 - Benefited employees receive AD&D in the amount of \$50,000.
 - Life insurance and AD&D above these limits may be purchased at an additional cost with premiums deducted through payroll twice per month.

Long Term Disability

- Long Term Disability is provided at no cost to the employee.
 - The qualifying period for long term disability is 90 days.
 - The scheduled amount of long term disability is 60% of monthly pay, subject to a maximum of \$5,000.00 per month.

Retirement

- Membership in the Utah Public Employees' Retirement System.

- Tier 1 Noncontributory Retirement System pension benefits; or Tier 2 Hybrid Retirement System benefits or Tier 2 Defined Contribution Plan benefits.
- 4 year vesting requirement.
- Additional investment options include a 401k plan, 457 plan, and Roth and Traditional IRAs.

Wellness & Program Benefits

- All benefited District employees and their families receive a free membership to The Fieldhouse.
- The District offers an annual wellness program where employees can be compensated with additional paid time off.
- All Recreation Programs free or reduced cost for employee and family members (includes swim and camps)

Holidays

- Holidays which apply to full-time benefited employees are as follows:
 - New Year’s Day January 1st
 - Martin Luther King Day 3rd Monday in January
 - President’s Day 3rd Monday in February
 - Memorial Day Last Monday in May
 - Independence Day July 4th
 - Labor Day 1st Monday in September
 - Columbus Day 2nd Monday in October
 - Veteran’s Day November 11th
 - Thanksgiving 4th Thursday in November & Friday after
 - Christmas Day December 25th & after 12 noon on December 24th
 - Individual employee Birthdays will be observed as a day off or used as a floating holiday.
 - Individual employees are entitled to one additional floating holiday per year in lieu of Pioneer Day.
 - Individual employees are entitled to one additional floating holiday per year in lieu of Juneteenth.

Paid Time Off

- Each full-time benefited employee shall receive PTO (paid time off) at the rates below.

PTO Accrual Schedule				
Years of Service	Monthly Hours	Annual Hours	Annual Days	Annual Weeks
0-2	8	96	12	2.4
3-5	9	108	13.5	2.7
6-8	10	120	15	3
9-11	11	132	16.5	3.3
12-14	12	144	18	3.6
15-17	13	156	19.5	3.9
18-20	14	168	21	4.2
21-23	15	180	22.5	4.5
24+	16	192	24	4.8

- A maximum of 160 PTO hours may be carried forward to the following year, based on the employee's anniversary date.

Sick Leave

- Sick Leave is accrued at the rate of 12 days per year (or 3.69 hours per pay period).
- The employee will be eligible for sick leave immediately upon being hired.
- Sick leave may be carried forward up to a maximum of 720 hours (90 days).

Merit Increase

- Benefited employees are eligible to receive a discretionary, merit salary increase once a year, on their anniversary equal to a maximum of 5% of their annual base salary.