

RESOLUTION NUMBER 15-40

**A RESOLUTION OF THE DRAPER CITY COUNCIL ADDING “SECTION 7025
–ELECTED OFFICIALS BENEFITS” TO THE PERSONNEL POLICIES AND
PROCEDURES MANUAL**

WHEREAS, The City Council from time to time reviews, amends and adopts personnel policies and procedures to assist in the efficient utilization of scarce City resources and the fair and uniform application of requirements regarding City operations; and

WHEREAS, the City Council has reviewed Section 7025 and has determined a need to add the Elected Officials Benefits Policy; and

WHEREAS, the City Council finds the addition of this policy is in the best interest of Draper City.

NOW, THEREFORE, be it resolved by the City Council of Draper City, State of Utah as follows:

Section 1. Addition. The Draper City Council hereby adds and adopts Section 7025 of the Personnel Policies and Procedures Manual to read as attached hereto as Exhibit “A.”

Section 2. Severability. If any section, part or provision of this Resolution is held invalid or unenforceable, such invalidity or unenforceability shall not affect any other portion of this Resolution, and all sections, parts and provisions of this Resolution shall be severable.

Section 3. Effective Date. This resolution shall become effective immediately upon passage by the City Council.

PASSED AND ADOPTED BY THE CITY COUNCIL OF DRAPER CITY, STATE OF UTAH, THIS 21st DAY OF JULY 2015.



DRAPER CITY

BY: _____

Draper City Mayor

ATTEST:

Draper City Recorder

Exhibit “A”

Section 7025 – ELECTED OFFICIALS BENEFITS

General Policy Statement:

The City's elected officials are designated as part-time employees of the City. These officials serve at the discretion of the voters of the City. They receive compensation and benefits based upon laws of the State of Utah and ordinances and policies adopted by the City.

Policy:

1. **Benefits Offered.** Elected officials are provided a range of benefits in addition to those required by law. Eligibility is dependent upon ordinances and policies adopted by the City, law of the State of Utah and terms and/or conditions stated in benefit plan documents. Benefits offered include but are not limited to:
 - A) **Retirement System.** The City participates in the Utah Retirement Systems (URS). Participation in the URS Tier I program is allowed only for part-time or full-time elected officials that qualify. Participation in the URS Tier II program is allowed only for full-time elected officials that qualify. The City pays the percentage required for each elected official. Elected officials may exempt from participating in the Utah Retirement Systems programs according to URS regulations and requirements. The City will make the appropriate contribution to a qualified 401k or a Traditional IRA account for the elected official who is exempt from URS programs.
 - B) **Medical, Dental and Life Insurance.** Elected officials have the option of participating in the City's group medical and dental insurance programs. The elected official may participate in the City group medical and dental plans, if they pay 100% of the total insurance premium for the coverage selected. The City pays 100% of term life insurance premiums for coverage in the amount of \$50,000 for the elected official, \$10,000 for the elected official's spouse and \$5,000 for the elected official's eligible children.
2. **Benefit Documents.** Details of benefits offered are found in materials and plan descriptions provided to elected officials as they become eligible for various programs and during open enrollment or the beginning of their term in office. Additional information and applicable laws are contained in official plan documents and booklets kept by the Human Resources Department. Such information is controlling and is available to elected officials upon request.
3. **Termination of Benefits.** Benefits, including medical and dental benefits, end on the last day of the month in which the elected official ceases their term of office with the City.
4. **COBRA.** Qualified elected officials and their dependents that lose health care coverage under the City insurance plans may continue to buy coverage as group members for a period of time as allowed by law (COBRA).