

Additional Benefits

Leave of Absence (LOA)

If you cannot return to work at the end of a FMLA or SDI period, you must request a leave of absence from the Chief prior to the end of your FMLA job protection. The Chief may approve unpaid/paid leave in 30 day increments based on the needs of the department. Refer to Fire Department Policy, 03.02, Leave of Absence, Light and Modified Duty for more information.

Accelerated Death Benefit

In the event of a terminal diagnosis, you may apply for up to 75% of your total life insurance value, including the 50k the city provides through PEHP. The remaining policy will still be paid to your beneficiary.

Through URS, you may also apply for an accelerated death benefit of 75% of your highest annual salary. The remaining policy will still be paid to your beneficiary.

Important: Unpaid Leave

If you are going on **unpaid leave**, please contact Kate Blackwood to discuss how to continue benefit premiums and any other necessary payments.

Kate Blackwood
P: 801-535-6303
E: kate.blackwood@slcgov.com

SLC Strong: ComPsych for Public Safety

The Employee Assistance Program, ComPsych, is always available to you and your eligible family members - even while on disability leave.

New Phone Number
844.206.4097
guidanceresources.com
New Web ID: SLCPS

The help is immediate, confidential and available at no cost.

- Up to 15 face to face counseling sessions for you and your family members
- Stress management or PTSD
- Coping with difficulties at home or at work
- Depression and anxiety
- Alcohol or substance abuse
- Legal or financial issues, and more

Salt Lake City STRONG



This brochure contains a summary of leave benefits and does not represent every case scenario. For full policy details, please refer to the HR Benefits website.

Employee Rights

Americans with Disabilities Act (ADA)

Under the ADA the city provides reasonable accommodation to an employee with a disability, unless doing so would cause an undue hardship. A reasonable accommodation is any change in the work environment or in the way things are usually done to help a person with a disability perform the duties of a job or enjoy the benefits and privileges of employment. If an employee is disabled or becomes disabled and requires a reasonable accommodation, the employee should contact the EEO Program Manager.

P: 801-535-7900



Leave Benefits Firefighters



Leave Coordination

P: 801-535-7121 | F: 801-535-6255
leave.request@slcgov.com

In a time of need, it's important to know you're taken care of so you can focus on what matters — recovery.

Job Protections

Family and Medical Leave Act (FMLA)

Receive up to 12 weeks of job-protected leave for qualified medical and family reasons, including a serious health condition.* You must meet certain eligibility requirements. For more information, see the full FMLA policy on the HR Benefits website.

*Care for a service member may receive up to 26 weeks

Return to Work

Civil Service employees, no longer employed with the City due to an injury or illness, who recover and would like to return to work -- **may apply to the Chief within 36 months of separation, requesting reemployment.**

Income Replacements

Parental Leave

The Parental Leave policy allows all full time employees -- moms and dads -- six consecutive weeks of leave from the birth, adoption or foster care placement of a child, paid at 100%. Runs concurrently with SDI and FMLA (if applicable).

Short-term Disability (SDI)

For employees under Plan B, SDI provides income protection if you are unable to perform your duties due to a non-work related illness or injury. For more information, see the full SDI policy on the HR Benefits website.

- Based on years of continuous City employment, benefit is paid at 66 ^{2/3}% or 100% of monthly salary up to 12 weeks
- Benefits are paid through direct deposit
- Claims are administered by a third-party, Disability Insurance Specialists (DIS)

Length of Employment	Benefit Period 100%	Benefit Period 66 ^{2/3} %*
0 - 6 months	2 weeks	None
6 mo. - 2 yrs.	2 weeks	4 weeks
2 - 4 years	4 weeks	4 weeks
4 - 6 years	6 weeks	6 weeks
6 - 8 years	10 weeks	2 weeks
8 - 10 years	11 weeks	1 week
10 years +	12 weeks	None

*Cannot use leave time to make up 100% of salary.



Long-term Disability

Aetna LTD (Firefighter Tier 1)

All URS Tier 1 Fire have the option to purchase Aetna LTD within the first 60 days of employment OR during open enrollment each year in May (subject to underwriting).

- Your monthly LTD benefit will begin after a 90 day elimination period from date of disability
- Monthly non-taxable benefit is 66 ^{2/3}% of monthly salary
- LTD benefit is reduced when you receive income from other sources (i.e., Social Security, retirement, etc.)

Disability Retirement - URS

Tier 1 Fire who are classified by URS as disabled, and have five years of service, can apply for a monthly benefit of 50% of final salary. A line of duty injury is covered from the first day of employment.

PEHP LTD (Firefighter Tier 2)

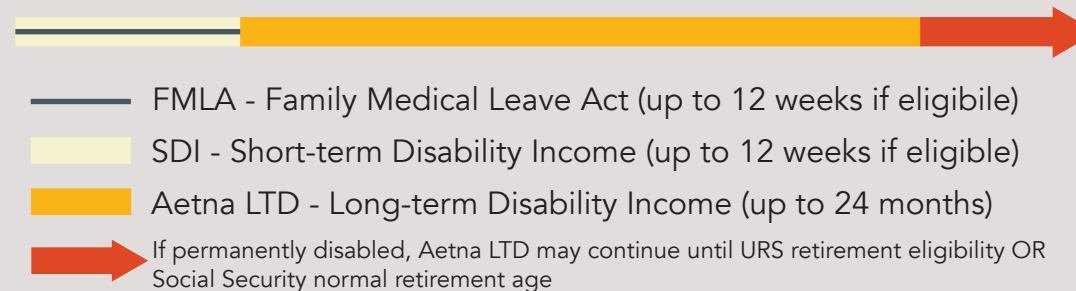
PEHP LTD is provided to all URS Tier 2 Firefighter employees and is paid in full through the City's pension contribution.

- Your monthly LTD benefit will begin after a 90 day wait period from date of disability
- Monthly taxable benefit is 66 ^{2/3}% of monthly salary OR 100% for a line-of-duty disability
- LTD benefit is reduced when you receive income from other sources (i.e., Social Security, retirement, etc.)

For both URS Tier 1 and 2, while receiving disability, your medical & life premiums are eligible for a partial or full premium waiver. Certain conditions have a LTD benefit limit of 24 months. See full policy online - HR Benefits.

Timeline: Injured, ill or need a scheduled surgery?

These safety nets work together to serve you.



URS service credit continues to accrue while receiving SDI or LTD benefits and if permanently disabled, LTD benefit may continue until you meet URS eligibility.

Fire Tier 1 - 20 years of service | Fire Tier 2 - 25 years of service

Workers' Compensation

Workers' compensation is a form of insurance providing wage replacement and medical benefits to **employees injured in the course and scope of employment.**

- WC pays a non-taxable benefit of 66 ^{2/3}% of your average weekly wage, up to a max. benefit of \$855 per week
- Light duty assignments are required if available
- Temporary Total Disability benefit payment will stop if you decline light duty
- Injury Leave (up to \$5k per incident) is provided to make up the difference between 66 ^{2/3}% and 100% of net pay
- URS Service Credit will continue to accrue
- Runs concurrently with FMLA

It is required to report your on the job injury or illness to your immediate supervisor & CorVel. Call CorVel at 800-825-6974 to report injury whether or not medical treatment is needed. If life or limb threatening, you may be seen at any hospital.



Salt Lake City Corporation offers leave when you need it most.