



TOQUERVILLE CITY
RESOLUTION #RES.2017.23

A RESOLUTION AMENDING THE PERSONNEL POLICIES AND PROCEDURES MANUAL FOR TOQUERVILLE CITY, SECTION XVII BENEFITS, ARTICLE 3 (A) RETIREMENT BENEFIT

WHEREAS, Toquerville City adopted by resolution a Personnel Policies and Procedures Manual on December 13, 2007; and

WHEREAS, The Personnel Policies and Procedures Manual is intended to be a working document to be reviewed regularly by those appointed by the Mayor and/or when the City Council sees the need of updating it to reflect City and State laws and modifications of City practices and procedures for conducting business; and

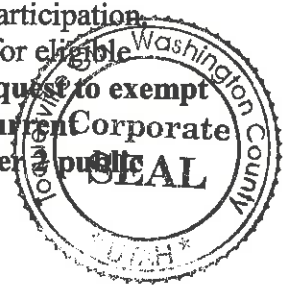
WHEREAS, Toquerville City engaged with the Utah Retirement System in February 2017; and

WHEREAS, The Utah Retirement System recently conducted an audit of the Toquerville retirement policy and contributions and made the following recommendations to the policy.

THEREFORE BE IT RESOLVED, that the Toquerville City Council shall adopt the following amendments to the PERSONNEL POLICIES AND PROCEDURES MANUAL for TOQUERVILLE CITY.

SECTION XVII: BENEFITSEMPLOYEE BENEFIT PACKAGE. The City will provide an employee benefit package (“Employee Benefit Package”) to all eligible employees, comprised of two types of benefits; “Retirement Benefit through the Utah Retirement System” (URS) and “Group Supplemental Benefits”.

A. Retirement Benefit. The Retirement Benefit shall be a benefit as outlined by the URS, and shall be provided under the rules and regulations of the URS. The City shall make the required payments in the percentage and the term as required for each eligible employee. An eligible employee is defined as one who works 20 or more hours per week and receives any other benefit **including any appointed official. Tier 2 Mayor and Council are designated part-time ineligible.** The City shall ensure that employees covered under this benefit receive training, to be able to use their retirement account to its fullest extent. The City will not match any employee contributions to URS, but will allow them to take advantage of the employee contribution programs, including but not limited to 401(k), 457(b), Roth and Traditional IRA, and employee loans on personal 401(k) and 457 accounts within the Utah Retirement System. Employees who are ineligible for URS pension benefits may at their own election without City participation contribute and take loans from employee contribution programs as listed above for eligible employees. **Any Tier 1 or Tier 2 eligible appointed or elected official may request to exempt from the URS system as allowed under Utah State Code 49-13-203(5) and current Corporate procedures specified in URS policy regarding exemptions and Tier 1 and Tier 2 public**



employees eligibility. The city treasurer will maintain a list designating those positions which are eligible for such exemption.


ADOPTED by the City Council of Toquerville City, Utah this 12th day of OCTOBER, 2017
ON THE FOLLOWING VOTE:

Councilperson:	Keen Ellsworth	AYE <u>X</u>	NAE <u> </u>	
	Brad Langston	AYE <u> </u>	NAE <u> </u>	Absent ✓
	Ty Bringhurst	AYE <u> </u>	NAE <u> </u>	Absent ✓
	Paul Heideman	AYE <u>X</u>	NAE <u> </u>	
	Mark Fahrenkamp	AYE <u>X</u>	NAE <u> </u>	

By: 
M. Darrin LeFevre, Mayor

Date: October 12, 2017

ATTEST:


Dana McKim, City Recorder

