



MONA CITY RESOLUTION 2026-6

A RESOLUTION FORMALLY ESTABLISHING THAT ALL MONA CITY ELECTED AND APPOINTIVE OFFICIALS ARE INELIGIBLE FOR RETIREMENT BENEFITS

WHEREAS, Mona City maintains a Personnel Policies and Procedures Manual governing employment classifications, compensation, and benefits for City employees; and

WHEREAS, Utah Code Title 49 establishes eligibility requirements for participation in the Utah Retirement Systems (URS), including distinctions between Tier 1 and Tier 2 positions; and

WHEREAS, Mona City has reviewed the statutory nature, duties, and service structure of its elected and appointive offices and determined that these positions fall within Tier 2 classifications and do not meet the eligibility criteria for retirement benefits; and

WHEREAS, the City Council finds it necessary to formally document this determination within the Personnel Policies and Procedures Manual to ensure clarity, consistency, and compliance with state law;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF MONA CITY, UTAH:

1. **Elected and Appointed Officials – Retirement Benefits.** All Mona City elected and appointive positions are considered **Tier 2** and are determined by Mona City to be **ineligible for retirement benefits**. These positions are excluded from participation in all City-sponsored retirement programs, including but not limited to Utah Retirement Systems (URS) plans and any supplemental retirement benefit offered to regular employees.
2. **Personnel Policy Amendment.** The Mona City Personnel Policies and Procedures Manual shall be amended to include the provision stated above in the section addressing employee benefits and eligibility.
3. **Administrative Direction.** City staff is directed to update all relevant documents, benefit summaries, and public information to reflect this policy.
4. **Effective Date.** This Resolution shall take effect immediately upon adoption.



CITY OF MONA

Troy Painter, Mayor

ATTEST

Alicia Hills, Mona City Recorder

SECTION VII – BENEFITS – Full Time Employees

- A. Retirement: Mona City will participate in the U.S. Federal (FICA) and State of Utah Retirement. For specific details related to the Utah State Retirement Systems (URS), seek assistance from the Finance Director or the URS office.
- B. Elected and Appointed Officials Retirement Benefits: Tier 2 elected and appointed officials are determined ineligible for retirement benefits by Mona City.
- C. Unemployment Insurance: The City participates in the Utah State Department of Workforce Services Unemployment Insurance Program and each person that terminates will be eligible for unemployment benefits in accordance with the rules and provisions as provided by the State. Employees terminated for cause shall not be eligible for unemployment benefits from the City.
- D. Annual Leave (Vacation Time):
 - 1. Annual leave will accrue during a full-time employee's introductory period but may not be used during the first three months. Employees who terminate or are terminated within the first six months shall not be compensated for accumulated annual leave.
 - 2. All employees with regularly scheduled hours will accrue annual leave as follows:

Years of Service	Annual Leave Time Earned
0-1	3.3333 hours per month
1	40 hours per year (3.333 hours per month)
2-5	80 hours per year (6.6667 hours per month)
6 and above	120 hours per year (10 hours per month)

- 3. Annual leave is intended to benefit the employee, and employees are encouraged to take annual leave in the year in which it is earned. Unused annual leave may be carried over from year to year, except that the maximum amount carried from year to year shall not exceed one hundred twenty hours. All unused hours more than the one hundred twenty hours at the end of any fiscal year shall be forfeited, unless for no fault of the employees, scheduling conflicts, emergencies or other circumstances prevented the utilization of such leave as approved by the Mayor.
- 4. Annual leave will be scheduled to meet the operating requirements of the City. Seniority and/or earliest request shall be the basis for resolving conflicts, should conflicts occur. Management can deny leave requests when scheduling considerations cannot be met.

5. An authorized holiday shall not constitute a day of annual leave. When an authorized holiday falls within the time of an employee's annual leave, the employee will not be charged annual leave for that day.