

# MORTUARY BENEFIT FUND OF THE SALT LAKE CITY FIREFIGHTERS' RELIEF ASSOCIATION

The following shall constitute the establishment, rules and conduct of the Salt Lake City Firefighters' Relief Association Mortuary Benefit Fund as approved and adopted by the Board of Trustees.

## SECTION 1. PURPOSE OF MORTUARY FUND

For the purpose of creating and hereafter maintaining the Salt Lake City Firefighters' Relief Association Mortuary Benefit Fund, such fund is hereby established in the sums and amounts hereinafter set forth, and shall be governed and controlled by the Board of Trustees of the Salt Lake City Firefighters' Relief Association; and the Officers of said Association are hereby and with the said Board of Trustees designated as the Officers with the responsibility of maintaining and carrying out the policies of said fund, the handling of the monies and distributing of the same as hereinafter more particularly set forth. Such officers shall accept such responsibilities without cost to said fund.

## SECTION 2. ELIGIBILITY

Any man or woman, who is an actively enrolled as a member of the Salt Lake City Firefighters' Relief Association, shall automatically be a member of the Salt Lake City Firefighters' Relief Association Mortuary Benefit Fund.

## SECTION 3. BOOKS ACCOUNTS AND RECORDS

There shall be kept and maintained at all times a complete and separate set of books, checking account and record of all business pertaining to the Salt Lake City Firefighters' Relief Association Mortuary Benefit Fund separate, in fact, from any business of the Salt Lake City Firefighters' Relief Association. The Treasurer shall keep a financial record of all transactions.

## SECTION 4. BENEFITS

### 4.1 DEATH BENEFIT

#### 4.1.1 DEATH BENEFIT CLAIMS

Death Benefit claims shall be accompanied by a certified copy of the Death Certificate, with a Notary Public Seal of the city, town or county in which the affected party died. The Death Benefit will be paid to the beneficiary in one of the three following options as chosen by the beneficiary:

A. Receipt of the entire amount of the benefit in one lump sum payment.

B. Monthly installments of Five Hundred Dollars (\$500) per month, commencing the first of the month following death and continuing until the entire amount of the benefit is paid.

C. Monthly installments of Two Hundred Fifty Dollars (\$250) per month, commencing the first of the month following death and continuing until the entire amount of the benefit is paid.

In cases where no designated beneficiary survives, the claim will be paid to the estate of the deceased. If neither of the aforesaid exists, the Board of Trustees may arrange proper burial for the deceased, with the cost not to exceed the amount of the benefit. All

funds over and above the cost of proper burial shall then revert back to the Mortuary Fund.

#### 4.1.1. ACTIVE MEMBERS

Any member of the Salt lake City Firefighters' Relief Association, in good standing with the Relief Association and employed by the Salt Lake City Fire Department at the time of his/her death shall, through their designated beneficiary<sup>(See Section 2)</sup>, receive a Death Benefit of Fifteen Thousand Dollars (\$15,000)

#### 4.1.2 DEPENDENTS

##### 4.1.2.1 SPOUSE

Any member of the Salt lake City Firefighters' Relief Association, in good standing with the Association whose spouse dies shall, receive a Spousal Death Benefit in the sum of Seven Thousand Five Hundred Dollars (\$7,500). Said benefit shall be paid to the member upon presentation of a copy of the death certificate issued by the authority having jurisdiction.

##### 4.1.2.2. CHILD

Any member of the Salt lake City Firefighters' Relief Association, in good standing with the Association whose unmarried child (18 years of age or younger) dies shall, receive a Dependent Death Benefit in the sum of Five Thousand Dollars (\$5,000). Said benefit shall be paid to the member upon presentation of a copy of the death certificate issued by the authority having jurisdiction.

#### 4.2 RETIREMENT BENEFIT

Beginning Jan. 1, 2017, the Mortuary Benefit available under the prior bylaws, including the Retirement Conversion and Cash Conversion options under Section 4, will be replaced by a new streamlined benefit known as the Retirement Benefit. Any member who received a Mortuary Benefit under the prior bylaws,

whether the benefit was a cash conversion or a mortuary certificate, is not eligible to receive a Retirement Benefit under the new bylaws. However, all outstanding mortuary certificates that were issued by the Association will continue to be honored upon the death of the holder of the mortuary certificate.

Under the new Retirement Benefit, any eligible member of the Salt Lake City Firefighters' Relief Association who retires from active duty with the Salt Lake City Fire Department shall be issued a one-time cash payment of Three Thousand Dollars (\$3,000.00).

#### Eligibility Requirements:

- The retiring member must have all Association dues and assessments fully paid at the time of his/her retirement.
- The retiring member must have been a member of the Association for a cumulative total of 20 years or more.

#### SECTION 5. PERMANENT DISABILITY BENEFIT

Any member of the Salt Lake City Firefighters' Relief Association who retires from active duty with the Salt Lake City Fire Department because of permanent disability, either total or partial, regardless of age shall receive a permanent disability benefit as listed in the table below.

- A. 0 to 5 years of membership \$500.00
- B. 5 to 10 years of membership \$1000.00
- C. 10 to 15 years of membership \$2000.00
- D. 15 & over years of membership \$3000.00

Payment shall be made within thirty (30) days from the receipt of written notice of the member's separation date from the Salt Lake City Fire Dept.

## SECTION 6. SEPARATION PRIOR TO RETIREMENT

Any member in good standing of the Relief Association, who separates from the Salt Lake City Fire Department prior to the attainment of 20 years membership in the Relief Association, shall receive a separation benefit of one hundred dollars (\$100.00) per year, for each full year of membership over ten (10), and through nineteen (19). The maximum benefit is nine hundred dollars (\$900.00).

## SECTION 7. LINE OF DUTY DEATH REMEMBRANCES

Floral markers and other remembrances shall be placed in honor of Firefighters who have suffered line of duty deaths as directed by the Board of Trustees. Such markers and other remembrances shall be financed from the mortuary benefit fund.

## SECTION 8. REVENUE

Revenue for the maintenance of this fund shall be derived as follows:

- A. For each active member of the Salt Lake City Firefighters' Relief Association, there shall be paid the sum of Three Dollars and Fifty Cents (\$3.50) per month from the General Fund of the Association.
- B. All interest, dividends, etc., accruing to said fund by reason of investments of monies belonging to the fund.

## SECTION 9. MANAGEMENT OF THE FUND

The Board of Trustees and the Finance Committee of the Salt Lake City Firefighters' Relief Association shall jointly have charge of the management of the Salt Lake City Firefighters' Relief Association Mortuary Benefit Fund. It shall be their duty to manage, conserve and invest such funds and in so doing, shall exercise the judgment and care, under the circumstances then prevailing, which men of prudence, discretion and intelligence exercise in the management of their own affairs, not in regard to speculation, but in regard to the permanent disposition of their funds, considering the probable income as well as the probable safety of their capital.

Provided, however, that a portion of said Mortuary Fund, sufficient to pay to one-eighth (1/8) of the membership of the Salt Lake City Firefighters' Relief Association at any time, the sum of One Hundred Dollars (\$100) per month for a period of one year, shall be deposited or invested in the following:

- A. Bonds and other obligations guaranteed as to principal and interest by the United States.
- B. Bonds and other obligations guaranteed as to principal and interest by the State of Utah.
- C. Bonds and other obligations guaranteed as to principal and interest by Salt Lake County.
- D. Bonds and other obligations guaranteed as to principal and interest by Salt Lake City.
- E. In insured shares or accounts of building and loan or savings and loan associations incorporated under the laws of this State which have been insured by the Insurance Corporation and insured shares of Federal Savings and Loan Associations incorporated under the laws of the United States, which have

been insured by the Federal Savings and Loan Insurance Corporation to the extent to which the withdrawal or repurchasable values of such shares or accounts now are or may hereafter be insured by the Federal Savings and Loan Insurance Corporation.

- F. Savings accounts in any Federal or State bank where the same is insured by an agency of the United States Government.
- G. The Firefighter's Credit Union.

APPROVED as set forth above

This 17 day of January, 2017



A handwritten signature in black ink, appearing to read "Jon Bauer", is written over a solid horizontal line.

PRESIDENT