

Utah County Government offers a competitive benefits package to Career Service, Elected and Appointed employees. The following overview is based on full-time employment and is subject to change without notice. Health, Dental and Vision benefits are effective the first day of the month following 30 days of employment.

MEDICAL INSURANCE

Utah County offers both a High Deductible Health Plan (HDHP), in conjunction with a Health Savings Account (HSA), and also a Preferred Provider Medical Plan (PPO.) Utah County currently pays 100% of the HDHP premium for family coverage for full-time employees. In addition, Utah County makes contributions to the HSA of up to \$1600 per year, based on employees' successful participation in a wellness program. Employees may "buy up" to the PPO plan at an additional cost.

SECTION 125 – FLEX SPENDING ACCOUNT

Utah County offers Flexible Spending Accounts which allow employees to use pre-tax money to pay for eligible health care and dependent care expenses.

DENTAL INSURANCE

Employees may choose from two dental plans. Utah County pays 100% of the employee's premium on the base plan. A buy up plan is available at an additional cost.

VISION INSURANCE

Employees may choose from two vision plans. The employee pays the full premium.

UTAH STATE RETIREMENT SYSTEM

Utah County participates in the Utah Retirement System (URS) pension plan. Employees are vested after 4 years of service.

DEFINED CONTRIBUTION RETIREMENT PLAN 401(k)

After 60 days of employment, employees contribute 6.2 % of their pre-tax base salary into the 401(k) account, unless they elect otherwise. Following successful completion of the probationary period, the County matches employee contributions up to 6.2%. Employees may also participate in a ROTH 401(k). Employees are immediately vested.

DEFERRED COMPENSATION RETIREMENT PLAN (457)

Employees may participate in a 457(b) Deferred Compensation Plan after 60 days of employment. Participation is optional.

BASIC LIFE & AD&D; DEPENDENT LIFE; VOLUNTARY LIFE; LONG TERM DISABILITY

Utah County pays the full cost for Basic Life (\$40,000 on employee and \$10,000 on dependents), and Accidental Death and Dismemberment (40,000 on employee), and Long-Term Disability benefits for Career Service, Elected and Appointed employees (up to 66% of salary). Employees may elect to purchase additional Voluntary Life insurance (employee, spouse and dependent children) through payroll deduction.

UTAH COUNTY'S SURVIVOR BENEFIT: This benefit is paid to the surviving spouse and/or children of an employee who dies while covered by the life insurance. The benefit is a percentage of base monthly salary at the time of the employee's death.

EMPLOYEE ASSISTANCE PROGRAM: An employee assistance program (EAP) is available to employees and their family members at no cost.

WELLNESS PROGRAM: The goal of Utah County's wellness program is to help employees and their family members develop and maintain healthy habits for a lifetime.

SICK LEAVE: Full time Career Service and Appointed Employees hired on or after 7/1/2011 accrue 3 hours per pay period.

VACATION LEAVE: Full time Career Service and Appointed Employees accrue 4 hours per pay period initially; accrual rates increase after completion of four years and ten years of service.

ADDITIONAL LEAVE: Funeral leave, military leave, and FMLA may also be available.

HOLIDAYS: Utah County grants 12 paid holidays, including a personal preference day of the employee's choosing.

VOLUNTARY / OPTIONAL BENEFITS: Employees may elect to enroll in a wide variety of ancillary benefits offered through COLONIAL. Employees pay 100% of the premium(s).

SOCIAL SECURITY: Utah County does not participate in the Social Security system.

***NOTE: Post-Retired Employment - Utah Retirement Systems (URS)**

*If you have ever been an active member in the Utah Retirement Systems (URS) or are retired under URS and are considering employment, you are advised to contact URS to see how your benefits may be affected. www.urs.org