

UTAH COUNTY GOVERNMENT - MERIT EMPLOYMENT BENEFITS

This is a brief overview of the benefits currently offered by Utah County Government and is subject to change without notice.

The following information is based on full-time merit employment. Part-time and three-quarter-time merit employee benefits are pro-rated. Seasonal employees are generally not eligible for benefits.

MEDICAL INSURANCE

Utah County offers Consumer Directed (High Deductible) Health Plans through Altius and Selecthealth in conjunction with a Health Savings Account (HSA). The County pays the cost of family coverage for full-time employees and makes a contribution to the HSA. The County also offers traditional medical insurance plans through Altius and Selecthealth which the employee may elect at an additional cost.

DENTAL INSURANCE

The County pays the employee's dental premium. If the employee chooses to upgrade to a different plan and/or add dependents, the employee pays the additional cost.

VISION INSURANCE

Vision insurance is available. The employee pays the premium.

Insurance becomes effective the first day of the month following 30 days of employment.

UTAH STATE RETIREMENT SYSTEM

Utah County pays the full cost of this benefit. The plan provides a monthly income at retirement based on average salary and length of service. No refund of contributions is available at termination of employment. An employee is vested after 4 years of service.

www.urs.org

DEFINED CONTRIBUTION RETIREMENT PLAN (401k)

Utah County does not participate in the Social Security program. However, every employee is enrolled in a 401(k) plan. Employees contribute at least 2% to this plan, but may elect to increase to the maximum allowed by law once an employee successfully completes a probationary period. The County matches the contribution dollar for dollar up to 6.2%. The contribution is paid through pre-taxed payroll deduction. Various investment options are available. The entire balance of the account may be refunded to the employee at retirement or termination, subject to early withdrawal penalties and taxes.

www.utahcountyretirement.com

DEFERRED COMPENSATION RETIREMENT PLAN (457)

Voluntary. The employee's contribution is paid through pre-taxed payroll deduction. Various investment options are available. The entire balance of the account may be refunded to the employee at retirement or termination.

www.utahcountyretirement.com

LIFE INSURANCE, LONG TERM DISABILITY, AND SURVIVOR INCOME

Utah County pays the full cost of these benefits. If the employee chooses to increase life insurance above \$40,000 or add dependent life insurance, the employee pays an additional cost.

VACATION LEAVE

Leave is accrued at 4 hours per pay period (13 days in one year). Accrual rate increases based on years of service and is available to the employee after completing probation.

SICK LEAVE

Sick leave is accrued at 4 hours per pay period (13 days in one year).

HOLIDAYS

Utah County grants 12 paid holidays. This includes a personal preference day of the employee's choosing.

ADDITIONAL LEAVE INCLUDES

Funeral Leave, Military Leave, and Family Medical Leave.

CAFETERIA PLAN

Utah County also offers a Flexible Spending Plan which allows employees to use pre- taxed money to pay for eligible health care and dependent care expenses such as County medical and dental insurance premiums, co-payments, deductibles, and child care.

This is a brief overview of the benefits that Utah County Government Employees are eligible to receive. If you are hired into a merit position, you will receive additional information in new employee orientation.