

# 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. If you are hired into a merit position, you will receive additional information in new employee orientation.

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.

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

## **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.

## **UTAH STATE RETIREMENT SYSTEM**

Participation in a Utah Retirement System (URS) pension plan is mandatory for most employees. Plans vary based upon employee's hire date. The County pays all or a portion depending on which URS plan the employee is eligible to participate in. This valuable benefit provides retirement income based upon salary, length of service and/or contributions. Visit the URS website for more information

### **Post-Retirement 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, contact URS to see how recent legislative changes may affect you (SB-43 2010, SB-127 2011 and SB-308 2011).

[www.urs.org](http://www.urs.org)

## **DEFINED CONTRIBUTION RETIREMENT PLAN (401K)**

Because Utah County does not participate in the Social Security program, all merit employees must participate in the 401(k) plan. During the probationary period, 2% of the employee's salary will be payroll deducted and matched by Utah County dollar for dollar. Upon completion of probation, the percentage may be increased. Utah County will match up to 6.2% dollar for dollar. The employee contribution is paid through payroll deductions which are withheld before income taxes are calculated and are not considered to be taxable income until they are withdrawn. 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](http://www.utahcountyretirement.com)

## **DEFERRED COMPENSATION RETIREMENT PLAN (457)**

The 457(b) Deferred Compensation Plan is voluntary for merit employees. Payroll deductions are withheld before income taxes are calculated and not considered to be taxable income until withdrawn. At normal retirement age, employees may elect partial withdrawals, structured payments, lump sum amounts, or may choose to defer distribution until a later date. The entire balance (less tax withholdings) of the account may be distributed to the employee at retirement or termination. There is NO early withdrawal penalty assessed on a 457(b) account.

[www.utahcountyretirement.com](http://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 the life insurance above \$40,000.00 or add dependent life insurance, the employee pays an additional cost.

#### **VACATION LEAVE**

Leave is accrued at 4 hours per pay period and is available to the employee after completing probation; accrual rate increases are based on consecutive years of service.

#### **SICK LEAVE**

Sick leave is accrued at 3 hours per pay period.

#### **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.*