



Salt Lake County Benefits Working for You!

April 2008

You Will Have Access to Quality Health and Dental Care

Salt Lake County pays 80% of the premium for full-time employees (see back of page). For more information go to www.pehp.org.

You Will be Provided Defined Benefit and Defined Contribution Plans

- The defined benefit plan is administered by the Utah Retirement System (URS) that provides a monthly benefit; the plan is non-contributory so employees pay nothing for this benefit; employees are vested in this plan after 4 years of service.
- The defined contribution plan is also administered by URS:
 - ⇒ Salt Lake County contributes 3% of your wages into a 401(k) for employees in the Public Employees Non-Contributory Plan
 - ⇒ Employees can defer money to 401(k) or 457 accounts in the URS that offers several investment options (www.urs.org)
- Employees can choose to defer money to a 457 account through Nationwide, sponsored by the National Association of Counties



You Can Save Money

- Employees can participate in a FLEX\$ Plan which allows them to use flexible spending accounts to pay insurance premiums, unreimbursed medical expenses, and dependent care
- The Tuition Reimbursement Program provides 75% tuition costs for pursuit of an approved degree, up to \$3,000 per calendar year

You Will Receive Paid Vacation, Sick Leave, Funeral Leave & Holidays

Vacation accrual starts at one day per month and increases over time. Sick Leave accrues at one day per month. There are 12 paid holidays per year. Funeral leave is available for both immediate family members and other friends/relatives.

You're Insured

Salt Lake County employees can choose to participate in low-cost insurance programs (see back of page for rates)

- County paid Long-term disability insurance for those in URS Non-contributory plan
- Term Life Insurance available also for spouse and dependents
- Accidental Death & Dismemberment Insurance
- Long Term Care insurance for nursing home facility, assisted living or home healthcare services

Other Benefits

- Government Center fitness center is available at low rates
 - Government Center infant and pre-school child care is available at competitive rates
 - Healthy Lifestyle Program provides incentives for maintaining or improving your healthy habits
 - Free Employee Assistance Program
 - Generous service and incentive awards
 - 20% employee discount at most County recreation centers



** The benefits described are provided for merit and part-time employees with benefits working 30 hours or more a week*



Salt Lake County Medical, Dental, and Basic Life Monthly Premiums Effective April 1, 2008

Regular Employees & Part-time Employees with Benefits Working 30 hours or more
a week

<u>Medical Premiums</u>	<u>Employee</u>	<u>County</u>	<u>Total Cost</u>
<u>PEHP/Preferred</u>			
Employee Only	\$90.00	\$357.00	\$447.00
Employee +1 dependent	194.00	777.00	971.00
Employee +2 or more dependents	265.00	1,059.00	1,324.00
<u>PEHP/Advantage</u>			
Employee Only	\$72.00	\$288.00	\$360.00
Employee +1 dependent	157.00	627.00	784.00
Employee+2 or more dependents	213.00	854.00	1,067.00
<u>PEHP/Summit</u>			
Employee Only	\$60.00	\$237.00	\$297.00
Employee +1 dependent	129.00	515.00	644.00
Employee +2 or more dependent	176.00	701.00	877.00
<u>Valuecare Dental Premiums</u>			
Employee Only	\$11.40	\$45.60	\$57.00
Employee +1 dependent	14.60	58.40	73.00
Employee +2 or more dependents	22.00	88.00	110.00
<u>Life</u>			
Minimum Term /\$25,000			
Employee Only	\$0.76	\$3.04	\$3.80
<u>Accidental Insurance \$25,000</u>			
Employee Only	\$0.18	\$0.74	\$0.92