

**State of Utah**  
**Benefits At-A-Glance**  
**Benefits Eligible Employees Only**

**Annual Leave\***

4 hours per pay period	(104 hours per calendar year)	0 - 4 years of service
5 hours per pay period	(130 hours per calendar year)	5 -9 years of service
6 hours per pay period	(156 hours per calendar year)	10-19 years of service
7 hours per pay period	(182 hours per calendar year)	20 or more years of service

**Sick Leave\***

4 hours per pay period (104 hours per calendar year)

**Bereavement Leave\***

Up to a maximum of three (work) days at management’s discretion

**Holidays\***

- 11 paid holidays
- |                                |                  |
|--------------------------------|------------------|
| Dr. Martin Luther King, Jr Day | Columbus Day     |
| Presidents Day                 | Veterans Day     |
| Memorial Day                   | Thanksgiving Day |
| Independence Day               | Christmas Day    |
| Pioneer Day                    | New Year’s Day   |
| Labor Day                      |                  |

*\*Leave hours are prorated for part-time employees*

**Medical/Dental Insurance**

Choose from three different plan designs and three different networks

<b>Traditional Plans</b> (employee bi-weekly premiums)	<b>FAMILY</b>	<b>DOUBLE</b>	<b>SINGLE</b>
Summit or Advantage	\$60.33	\$45.18	\$21.92
Preferred	\$251.00	\$188.03	\$91.19

<b>STAR Plan*</b> (employee bi-weekly premiums)	<b>FAMILY</b>	<b>DOUBLE</b>	<b>SINGLE</b>
Summit or Advantage	---	---	---
Preferred	\$149.40	\$111.91	\$54.28

<b>Utah Basic Plus Plan*</b> (employee bi-weekly premiums)	<b>FAMILY</b>	<b>DOUBLE</b>	<b>SINGLE</b>
Summit or Advantage	---	---	---
Preferred	\$119.58	\$89.57	\$43.44

\*FY2015-2016 employer [HSA contributions](#) for qualified plans are:  
 STAR: \$791.96 for single coverage; \$1583.92 for double and family plans.  
 Utah Basic Plus: \$1,821.30 for single coverage; \$3,642.60 for double and family plans.  
 Contributions are frontloaded semi-annually and are pro-rated when necessary.

### Dental Insurance

Choose from 3 plans

Employee bi-weekly premiums	FAMILY	DOUBLE	SINGLE
PEHP Preferred Choice	\$4.59	\$2.52	\$1.36
PEHP Traditional	\$8.31	\$4.56	\$2.46
Regence Expressions	\$25.00	\$14.16	\$8.11

### Vision Insurance

Choose from 4 plans

Employee bi-weekly premiums	FAMILY	DOUBLE	SINGLE
OptiCare Full	\$9.04	\$6.10	\$3.83
OptiCare Eyewear Only	\$6.29	\$4.46	\$2.94
Eye Med	\$7.88	\$5.68	\$3.47
Eye Med Eyewear Only	\$6.54	\$4.76	\$2.99

**Note:** Everyone can save on medical and dental visits by visiting one of the [State Discount Health Clinics](#) located in Salt Lake City, Ogden, Provo and Orem.

### Flexible Spending Account

This is an optional pre-tax account that can be used for out-of-pocket medical and dependent care expenses.

### Life Insurance

The State of Utah provides \$25,000 basic term life. Additional coverage is available at the employee's expense.

### Accidental Death and Dismemberment Insurance

AD&D provides benefits for death and loss of use of limbs, speech, hearing or eyesight due to an accident, subject to the limitations of the policy.

### Long Term Disability Insurance (LTD)

LTD is a state-paid benefit that will pay a portion of the employee's salary in the event of a medically verifiable disability.

### Short Term Disability

An optional voluntary benefit designed to pay a portion an employee's salary should he/she be unable to work due to a non-occupational illness or injury. Please enroll ONLINE through The Standard at [www.standard.com/enroll](http://www.standard.com/enroll).

### Life Assistance Counseling thru Blomquist Hale

Employees enrolled in any of PEHP's health insurance plans, are eligible for life assistance counseling without cost sharing.

### Voluntary Benefits

- Healthy Utah rebate programs
- Discounted home and auto insurance offered through [Met Life](#) and [Liberty Mutual](#)
- [Hyatt Legal Plan](#) - Discount legal services

## Employee Discount Programs

- Access Development
- Benefit Hub
- Working Advantage
- Miscellaneous discounts

Please check with your supervisor to see if the following benefits are currently available to your agency

- Educational Assistance
- UTA Bus Passes

## Retirement

1- Employees hired on or after than 7/1/2011 and have never been in the URS retirement system have two options for retirement in the **Tier II** System. Employer contributions to your 401(k) are vested after four years.

### Public Employees System

\*Tier 2 Hybrid Retirement System. Employer contributes an amount equal to 10% of your salary between both plans (pension and 401(k))

\*Tier 2 Defined Contribution Plan. Employer contributes an amount equal to 10% of your salary to a 401(k) plan only.

### Public Safety System

\*Tier II Hybrid Retirement System. Employer contributes an amount equal to 12% of your salary between both plans (pension and 401(k)).

\*Tier II Defined Contribution Plan. Employer contributes an amount equal to 12% of your salary to a 401(k) plan only.

2- Employees who have any service credit with an employer covered by the Utah Retirement Systems prior to 7/1/2011 are in **Tier I** Public Employees or Public Safety System.

Information on URS plans will be mailed to employee when hired. Additional information can be found at [www.urs.org](http://www.urs.org).

## 401(k) Matching Program:

Employees may participate in a 401(k) for tax deferred retirement investments. Eligible employees, who contribute to a 401(k), 457 or IRA, will get a match from the State of Utah up to \$26 per pay period. The employee must open a 401(k) for the state's contribution. The actual match rate is determined by the legislature on an annual basis. Please contact an HR representative from the Employee Resource Information Center (ERIC) at 801-538-3742 for detail information regarding the match.

***State employees are paid through direct deposit***