



State of Utah Benefits At-a-Glance

**Benefit Eligible Employees Only*

The state of Utah offers a very competitive total compensation package that consists of much more than your paycheck. Your pay, benefits, leave, retirement, flexible schedules, training courses, and workplace opportunities will help you get the most out of your career and personal life.

If you are looking for a fulfilling career that can truly impact the communities you love and live in, join Team Utah today.



Medical + Dental + Vision

3 MEDICAL PLANS

HDHP as low as \$0-\$5.49 per pay period. HSA contribution up to \$3,649.62 annually; Traditional plans as low as \$27.84 per pay period

[CLICK HERE](#) for more Information

*premiums and HSA contribution dependent on chosen plan



5 DENTAL PLANS

Two HSA plans \$0 per pay period; Traditional plans as low as \$2.44 per pay period



4 VISION PLANS

Premiums as low as \$3.46 per pay period for a single plan



Already have your health benefits covered? You may qualify to receive cash* if you do not enroll in a medical or dental plan.

Details can be found [HERE](#).
*Restrictions apply

Leave Benefits

Annual Leave: 104 hours per year

Annual leave is accrued based on years of service and prorated if working part-time.

Less than 5 years = 4 hours accrual per pay period

At least 5 and less than 10 years = 5 hours accrual per pay period

At least 10 and less than 20 years = 6 hours accrual per pay period

20 years or more = 7 hours accrual per pay period

Sick Leave: 104 hours per year

Sick leave is accrued based on the number of hours worked in the pay period and accrues at a maximum of four (4) hours per pay period.

Bereavement Leave

Management may grant at least three work days of bereavement leave with pay, for each occurrence of death in accordance with DHRM rule R477-7-9. Leave must be coordinated with the employee's supervisor.



Holidays

12

Paid Holidays



- New Year's Day
- MLK Jr. Day
- President's Day
- Memorial Day
- Juneteenth
- July 4th

- Pioneer Day
- Labor Day
- Columbus Day
- Veterans Day
- Thanksgiving Day
- Christmas Day

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Retirement and Financial Wellness

401K Match

All benefit eligible employees will automatically be enrolled in a URS 401(k) matching plan in conjunction with a personal contribution of up to \$26 per pay period. The match is subject to change each year.

Additional Resources:
Free **Retirement** and **Financial Planning** advice

Tier 1

Hired Prior to July 1, 2011

Employees who have any service credit with an employer covered by URS prior to 7/1/2011, will remain in the pension plan if qualified.

[CLICK HERE](#) for more information

Tier 2

Hired After July 1, 2011

Employer contributes an amount equal to 10-16.59% of your salary* between both plans (pension and 401(k))

[CLICK HERE](#) for more information

*16.59% for public safety and 10% for all other public employees



Other Core Benefits

Long Term Disability

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

[CLICK HERE](#) for more information



Life Insurance

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

[CLICK HERE](#) for more information

Blomquist Hale Mental Wellness (EAP)

Individual and specialized assistance. Available to ALL state employees and their dependents.

[CLICK HERE](#) for more information



Brightside Health

Partnered with PEHP to provide virtual in network mental healthcare from anywhere. Available to all employees and their dependents who are currently enrolled on a PEHP medical plan.

[CLICK HERE](#) for more information

Voluntary Benefits & Discount Programs

Short Term Disability

Voluntary benefit designed to pay a portion an employee's salary should they be unable to work due to a non-occupational illness or injury.

[CLICK HERE](#) for more information

Accidental Death & 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.

[CLICK HERE](#) for more information

Employee Discount Programs

A variety of vendors offer state employee special discounts on products and services. These change frequently.

PEHP Wellness Benefits

Members may access multiple wellness programs.

[CLICK HERE](#) for more information (select wellness).

Programs include:

- Cash Rebates
- Wellness Webinars
- Fitness and Wellness Challenges
- Weight Management
- Smoking Cessation
- Pregnancy Resources

And More...



UTA Transportation Discounts (agency specific)

You may be eligible for an Eco-Pass that allows you to ride UTA Trax, Frontrunner and buses at little or no cost.



division of
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Management**

To apply, visit statejobs.utah.gov

Effective 7/1/2023 or fiscal year FY24