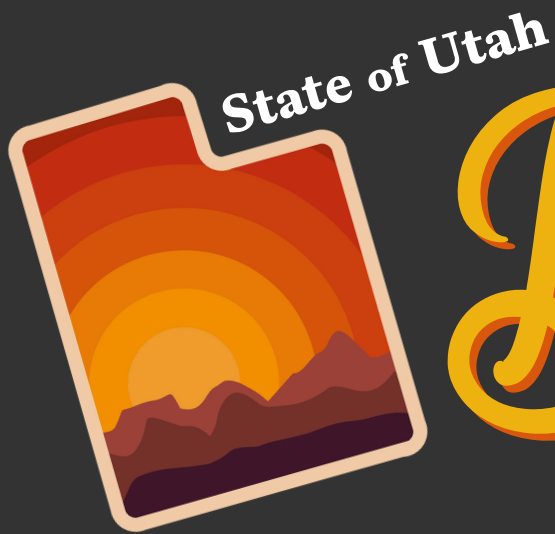




Benefits

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-\$9.49 per pay period. HSA contribution up to \$3,986.84 annually; Traditional plans as low as \$27.83 per pay period

CLICK HERE for more information

*premiums and HSA contribution vary based on selected plan



5 DENTAL PLANS

Two HSA plans \$0 per pay period; Comprehensive dental plans as low as \$1.53 per pay period



2 VISION PLANS

Premiums as low as \$2.96 per pay period for a single plan

Already have medical and/or dental insurance? You may qualify to receive cash* if you opt out of a state 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 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 after the loss of a family member. Leave must be coordinated with a supervisor.

PAID HOLIDAYS

12½



- New Year's Day
- MLK Jr. Day
- President's Day
- Good Friday (½ day)
- Memorial Day
- Juneteenth
- July 4th
- Pioneer Day
- Labor Day
- Columbus Day
- Veterans Day
- Thanksgiving Day
- Christmas Day

RETIREMENT & FINANCIAL WELLNESS



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.

**New employees will be required to contribute a nominal amount to their retirement



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



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

OTHER CORE BENEFITS



Mental Wellness Leave

Benefit eligible employees receive four hours of administrative leave each fiscal year to help meet the mental health needs of state employees.

Blomquist Hale Mental Wellness (EAP)

Individual and specialized assistance. Available to ALL state employees and their dependents at no cost.

[CLICK HERE](#) for more information

Brightside Health

Brightside Health and PEHP have partnered to provide you with virtual mental health care—from anywhere. Available to all employees and their dependents who are currently enrolled on a PEHP medical plan.

[CLICK HERE](#) for more information

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 \$50,000 basic term life. Additional coverage is available at the employee's expense up to \$500,000 each for employee and spouse, and \$15,000 for dependent children. Guaranteed issue available for new hires.

[CLICK HERE](#) for more information

SUPPLEMENTAL INSURANCE BENEFITS



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



**Division of Human
Resource Management**

To apply, visit statejobs.utah.gov

Effective 7/1/2026 or fiscal year FY27