

LISTING OF EMPLOYEE BENEFITS

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PURPOSE

This policy is designed to inform employees of the benefits that are available through the County. These benefits are counted in the “total compensation” of employees.

SCOPE

This policy applies to all County employees. Each benefit listed describes the general plan and to which employee status it applies. To obtain more plan details, coverage or other specific information, employees should refer to the plan’s Summary Plan Description (SPD) or other literature available through the human resource office. County benefits are subject to change at any time for any reason and are not guaranteed to any employee for any period of time.

CROSS REFERENCE

Leave, Policy 400
Holidays, Policy 420
Educational Assistance, 430
Benefit Continuation, Policy 450

COUNTY PROVIDED BENEFITS

1. Health, Dental, Vision Plans
 - A. Group coverage with premium sharing between the County and the employee. All elected, appointed and full-time employees are eligible for participation in Uintah Counties Group Health, Dental and Vision Insurance Plans. The insurance committee meets annually to determine the most effective coverage for County employees. Uintah County determines eligibility to participate in the group health plan using the 12-Month Measurement Method, as provided in Affordable Care Act (ACA). ACA Benefit Eligible Employees are hired to work a minimum of 30 hours on a regular basis. Eligible employees shall receive a rate deduction by actively participating in Uintah County’s wellness program. If an employee’s spouse is also covered on the plan, the spouse must also participate in sections 1.c. and 1.d below.
 1. Uintah County’s Wellness Program is as follows:
 - a. The employee must set a yearly personal wellness goal and schedule a

quarterly check in designated by the wellness team leader;

- b. The employee must have participated in one PTO qualifying wellness challenge in the prior plan year;
- c. The employee (and spouse, if applicable) must participate in a blood pressure screening during the new eligible calendar year and submit the verification to the Wellness coordinator.
- d. The employee (and spouse, if applicable) must provide to the Wellness Coordinator a blood cholesterol and blood glucose biometric screen and must participate and pass the cotinine screening (pass/fail) which tests for nicotine usage. The testing is provided at no cost to the employee and spouse during open enrollment. Failure to pass the cotinine screen requires the personal goal to be cessation of nicotine use, proof of enrollment in an approved nicotine cessation program, and quarterly cotinine testing at the expense of the employee. The 20 Chemistries and Lipid Profile will continue to be offered to those who wish to participate.
- e. Team Leaders to be chosen at the beginning of each calendar year.

2. It is solely the responsibility of the employee (and spouse) to ensure that ALL verifications, certificates and/or proof of participation are submitted to the Wellness Coordinator.

B. Employees may enroll upon hire, rehire, or annually, during open enrollment. Employees may also enroll, change, add, or terminate coverage during the year, depending on family status changes that occur throughout the year.

2. Employee Assistance Program (EAP)

A. Employees may contact the EAP provider for free counseling for items such as financial planning, time and stress management, physiological disorders, among others. This service is initially without cost to the employee, however, may evolve into more in-depth counseling that will require the employee to pay for services not covered by the EAP. Employees should refer to their health insurance plan for alternate coverage.

B. All employees are eligible, regardless of employment status. Volunteers and independent contractors are excluded.

C. Employees are automatically enrolled upon hire.

3. Term Life Insurance / Accidental Death & Dismemberment

A. Uintah County determines eligibility to participate in the Term Life Insurance/ Accidental Death & Dismemberment plan using the 12-Month Measurement

Method as provided in Affordable Care Act (ACA)

- B. Group coverage is offered to employees. Specific amounts are County paid and the employee may elect additional coverage and be responsible for the premiums.
- C. Employees may enroll for additional coverage upon hire, rehire, or at any time throughout the year. A waiting period may apply for medical eligibility.

4. Long Term Disability

- A. Uintah County determines eligibility to participate in the Long Term Disability using the 12-Month Measurement Method as provided in Affordable Care Act (ACA).
- B. Employees that are qualified shall receive pay at a reduced hourly rate to compensate for the lost work time and wages due to a disability. The plan requires an initial waiting period. The County covers the premium for this benefit.
- C. Employees enroll upon hire or upon status change to career service.

5. Employee Fund

- A. All benefited County employees and elected officials may participate and receive benefits.
- B. Employees may enroll upon hire, rehire, or any time throughout the year.
- C. Employees may donate a pre determined, per pay period dollar amount to a fund that is designed as a good will fund. The Human Resource Director is responsible for the administration of the fund.

6. Retirement

- A. The County provides a retirement benefit with a vesting schedule and specific requirements that must be met in order to receive payment. The plan is administered by Utah Retirement Systems. All career service employees, appointed employees and elected officials are covered. The cost of this program is paid for by Uintah County as set forth by the Utah Retirement System (URS) Non-Contributory contracts signed by the Uintah County Commission.
- B. The Utah State Retirement program laws and regulations determine the plan enrollment for each employee. In summary, the plans are as follows:
 - 1. Tier I (for employees enrolled in the Utah State retirement System prior to July 1, 2011):
 - a. Public employees' Non-Contributory Retirement Plan
 - b. Public Safety Employees' Non-Contributory Retirement Plan

- c. Exemption from participation: elected and appointed officials must qualify for coverage by meeting monthly minimum earnings requirements, and work in positions eligible for exemption in order to request retirement exemption. See appendix A “Uintah County Appointed Positions” for a list of appointed positions eligible for exemption. Employees who exempt from participation in Tier I plans are not covered by benefit protection with URS.
 2. Tier II (for employees first entering the Utah State Retirement System after July 1, 2011):
 - a. Public Employees’ Defined Contribution Plan
 - b. Public Employees’ Hybrid Retirement Plan
 - c. Public Safety Employees’ Defined Contribution Plan
 - d. Public Safety Employees’ Hybrid Retirement Plan
 - e. Benefit eligible employees must choose between the Tier II Defined Contribution Plan and the Tier II Hybrid Retirement Plan within one year from the date of hire. Eligible new members must make their election at www.urs.org.
 - f. Exemption from participation: Tier II full-time elected officials are exempt from the four-year vesting requirement. Appointed officials must qualify for coverage, be certified as full-time and work in a Tier II eligible position in order to request exemption from the Defined Contribution four-year vesting requirement (See Appendix A as noted in 6.B.2.f. above.
 3. In all circumstances, Utah State Retirement Systems benefit programs will be in compliance with established laws and regulations of the Utah State Retirement Office. Employees are encouraged to refer to the highlights handbooks prepared by the URS Office regarding questions concerning the plans, which is available online at www.urs.org. Employees may also contact the URS Office at 540 E 200 S, Salt Lake City, Utah 84102.
 4. Retirees: Members retiring from the public employees’, public safety, firefighters’, and judges’ retirement systems on or after July 1st, 2010 may return to employment with the same or a different participating employer under specific situations. Please refer to Utah Code Annotated Title 49, Chapter 11, Part 12 or seek assistance from the URS Office before making any decisions regarding retirement and re-employment to avoid potential impact to current and future retirement benefits. Employees may not rely on any statements made by Uintah County employees regarding financial implications of reemployment.
7. 401(k) / 457(b)
 - A. Tax free retirement planning / investing options with several risk level investment options. Annually, the County determines a percentage it contributes to each employee’s account. The employee may have access to funds prior to reaching retirement age, certain restrictions apply.

- B. Eligible employees are career service employees, appointed employees, and elected officials.
 - C. Employees enroll upon hire and may make payroll contributions. The employee may make changes throughout the year.
8. Individual Retirement Accounts (IRA) - Roth IRA's are available. Contact Utah Retirement Systems for more information.
9. Other
- A. For Holidays, Educational Assistance, and Leave, please refer to the respective policy.
 - B. The County reserves the right to add, change, or amend any benefit at any time.
 - C. County employees may be eligible to receive discounts for services through vendors or service providers. Contact HR for current discounts that may apply.