



TOTAL REWARDS PACKAGE

PUBLIC EMPLOYEE

HOLIDAY PAY



14
days a year

AVAILABLE 1ST
DAY OF
EMPLOYMENT

PERSONAL LEAVE

STARTING AT

140 HOURS

Accrued at 5.54
hours per 80 hour
pay period.

Annual leave increases
with years of service.



PAID PARENTAL LEAVE

2 WEEKS

Available after 6
months of
employment

BEREAVEMENT LEAVE

UP TO

40 HOURS

FOR IMMEDIATE FAMILY
MEMBERS

AND 24 HOURS FOR OTHER
FAMILY RELATIONS

INSURANCE PLANS

MEDICAL

- PEHP is our health insurance carrier
- Premiums as low as \$0.00 - \$133.28 per pay period
- HSA employer contribution up to \$850- \$1700 annually

Premiums and
HSA contribution
depend on chosen
plan



DENTAL

- Guardian is our dental insurance carrier
- As low as \$16.69 - \$34.54 per pay period.
- No waiting period for preventative services
- Plan pays 100% of covered preventative services



VISION

- Superior Vision is our vision carrier
- As low as \$5.24 - \$11.17 per pay period.
- Low copays on prescriptions and office visits



WAIVING COVERAGE

Already covered on another plan?

Provide proof of coverage
and receive up to \$4,212 a
year in your 401K



PEHP PROGRAMS

PEHP Wellness Program-

Earn up to \$300 in rebates!

RX Assistance Program - Save on out of
pocket costs!

Cashback Program - Get paid \$50-\$2,000
on eligible services and medications!

RETIREMENT

UTAH RETIREMENT SYSTEM

- Choose between a Hybrid (Pension and 401(k) plan) or 401(k) only plan through the Utah Retirement System (URS)
- Cache County will contribute an amount equal to 16.59% of your salary to fund your retirement

401K MATCH

- In addition, Cache County matches up to 3% of employee contributions to 401(k)

OTHER CORE BENEFITS

PAID BY EMPLOYER

Basic Term Life Insurance

- 50k for Employees
- 10k for Spouse

Accidental Death and Dismemberment Insurance

- 50k for Employees

Long-Term Disability Insurance

- 66.67% of Monthly Earnings up to \$8,000

VOLUNTARY & MISCELLANEOUS BENEFITS

- Limited Purpose Flexible Spending Account (LPFSA)
- Flexible Spending Account (FSA)
- Dependent Care Flexible Spending (DCFSA)
- Accident Insurance (ER Visits, Hospitalizations)
- Hospital Indemnity Insurance
- Accidental Death and Dismemberment Insurance

EMPLOYEE ASSISTANCE PROGRAM

Blomquist Hale provides guidance for:

- **Stress, Anxiety, Depression, grief and loss.**
- **Marital, relationship and family counseling**
- **Financial or legal difficulties**
- **Substance abuse or other addictions**
- **Senior care planning**

QUESTIONS?

EMAIL: HR@CACHECOUNTY.GOV
CALL: 435-755-1470

CHECK OUT
OUR
COMPENSATION
CALCULATOR!

