



BOUNTIFUL CITY BENEFITS OVERVIEW

PUBLIC EMPLOYEES

July 1, 2024 through June 30, 2025

Bountiful City is proud to offer a comprehensive benefits package that is available to all full-time employees



Medical Insurance

Benefits begin on the date of hire. Bountiful City offers Select Health and PEHP networks, with the choice of Traditional or High Deductible plans on either network. Bountiful pays 100% of the premium for employees (single coverage), 95% of the premium for two-party coverage, and 90% of the premium for family coverage.



Dental and Vision Insurance

Dental and Vision coverage is provided by Renaissance. This coverage is optional and is paid for by the employee. It is effective on the first day of the month following the date of hire.



Life Insurance

Group Term Life insurance coverage of two times the annual salary + \$10,000 is provided to the employee, \$10,000 for a spouse, and \$10,000 per eligible dependent. The premium for this coverage is paid by the City. Additional supplemental life insurance may be purchased by the employee.



Flexible Spending Accounts (FLEX\$)

Eligible employees may elect to enroll in the FLEX\$ program offered by PEHP. Employee contributions are made bi-weekly through payroll. Funds can be used to pay for eligible medical expenses (up to \$3,300 per year for 2025 and may be spent during a grace period of 75 days) and for dependent childcare expenses (up to \$5,000 per year) on a pre-tax basis.



Health Savings Account (HSA)

Employees who are enrolled in a High Deductible plan will receive pre-tax contributions from Bountiful City to fund their HSA. Employer contribution amounts rely on the tier of medical coverage chosen by the employee and are prorated based on date of hire. Annually these amounts are \$1000 (single coverage), \$2,000 (two-party coverage), and \$3,000 (family coverage).

Employees have the option to make bi-weekly pre-tax contributions to their HSA account in addition to the contributions made on their behalf by Bountiful City. HSA contribution limits for 2025 are \$4,300 for single coverage and \$8,550 for family coverage. These limits include contributions made by the employee and the employer.



Accidental Death and Dismemberment Insurance (AD&D)

Accidental Death and Dismemberment Insurance coverage is provided by PEHP. This coverage is optional and is paid for by the employee. It is effective the first day of the month following the date of hire.



Long Term Disability (LTD)

Bountiful City pays the premium for LTD coverage which offers 66.67% salary replacement after a 90 day waiting period.



Sick and Vacation Leave

Employees accrue 3.70 hours of sick leave per pay period and there is no cap on accrual. Employees accrue 3.70 hours of vacation leave per pay period and may carry a maximum of 240 hours. Vacation accrual rates increase with years of service. Employees who meet certain criteria may sell back sick and vacation leave annually.



Paid Holidays

Employees receive twelve paid holidays a year.



Employee Assistance Program

A counseling and consultation service through Blomquist Hale is provided to help employees and eligible family members with a wide range of personal issues. This plan is paid for by Bountiful City and there is no out of pocket expense for the employee to utilize this benefit.



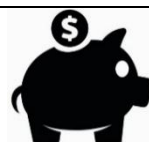
COLA and Merit Increases

Employees may receive COLA (cost of living adjustment) and/or merit salary increases based on performance evaluations, market adjustments, and/or the availability of funds as allocated by the City Council.



Retirement – Pension

Bountiful City funds a pension plan and/or 401(k) account through Utah Retirement Systems (URS) on the employee's behalf. Specific contributions vary based on hire date and the tier the employee falls under and will be discussed further at the time of hire. For more information, please visit www.urs.org. Presently, Bountiful City makes additional contributions to Tier 2 employees 401(k) accounts to equalize contribution rates with Tier 1 employees.



Retirement – Savings Plans

Employees have the option to contribute to a variety of additional savings account options including 401(k), 457, and Roth IRA. Contributions can be made on a pre-tax or post-tax basis through bi-weekly payroll deductions.



Other Benefits

Bountiful City offers Bereavement/Funeral Leave, Family Medical Leave, Jury Duty Leave, Military Leave, Cell Phone and Uniform Stipends, Safety Awards, Training Opportunities, Tuition Reimbursement, Wellness Programs, Employee Luncheons, Years of Service Awards, and other Department specific awards.

This document was created to provide general information about the benefits offered at Bountiful City and is subject to change at the City's discretion. Please contact Human Resources at 801-298-6119 or jobs@bountiful.gov for questions or more details.