

Wasatch County School District – Employee Benefits 2017-18

| Benefit Plan | Description of Coverage | Who Is Eligible | Who Pays | Carrier |
|--|---|---|---|---|
| Medical PEHP - Preferred PEHP - Advantage Provider list differences | Coverage Options: <ul style="list-style-type: none"> No coverage (Medical Trust instead) Gold or Silver Advantage Gold or Silver Preferred | *Certificated employees, and **eligible classified employees, and their eligible dependents | Wasatch County School District (WCSD) and employee. Silver Advantage plus Dental OR Silver Preferred w/o dental is provided at no cost to a full-time eligible employee. Other part-time eligible employees may participate by paying a portion of the cost based on hours worked. | Public Employees Health Program (PEHP) 560 East 200 South Salt Lake City, UT 84102 Phone: (800) 765-7347 www.pehp.org |
| Dental Must be purchased with a health plan | Coverage Options: <ul style="list-style-type: none"> No coverage Coverage in conjunction with a health plan | *Certificated employees, and **eligible classified employees, and their eligible dependents | Dental insurance is not available as a stand alone policy. It must be purchased with a health plan | Delta Dental Phone: (800) 510-9915 PO Box 1089 Alpharetta, GA XXXXX www.deltadentalins.com |
| Medical Trust | Contribution Options: <ul style="list-style-type: none"> No contribution Coverage <u>in lieu of</u> health/dental insurance | *Certificated employees, and **eligible classified employees | Wasatch County School District (The equivalent of the 'Silver Advantage plus dental, employee only' premium is paid into this account monthly.) | Pelion Benefits Phone: (888) 532-7526 www.pelionbenefits.com |
| Flexible Spending Accounts | Contribution Options: <ul style="list-style-type: none"> No contribution Health Care And/Or Dependent Day Care FSA | Certificated employees, and eligible classified employees, and their eligible dependents | Employee (Please note: this is a "use it or lose it" plan. Any money that is left unspent at the end of the coverage period is forfeited.) | USBAflex Phone: (877) 872-2125 860 East 9085 South Sandy, UT 84094 |
| Utah Retirement Systems (URS) : Tier 1: Member of URS prior to 07/01/2011 Tier 2: New to URS as of 07/01/2011 | Tier 1: Noncontributory Pension PLUS Retirement Savings ----- Tier 2: You have two retirement benefit options: The <u>Tier 2 Hybrid Retirement System</u> combines a pension and 401(k) plan. The <u>Tier 2 Defined Contribution Plan</u> is 401(k) only. | Certificated employees, and **eligible classified employees | Tier 1: WCSD contributes 22.19% of certificated or eligible classified employee's monthly gross salary into the URS. PLUS WCSD contributes 1.5% of certificated or eligible classified employee's monthly gross salary into a 401(k) plan. Employee may make additional contributions. ----- Tier 2: (must choose plan w/in one year) <u>Hybrid:</u> WCSD contribute an amount equal to 10% of your salary between both plans (pension & 401(k)) <u>Defined:</u> WCSD contributes an amount equal to 10% of your salary to a 401(k) (Pension & employer contributions to your 401(k) are vested after four years.) | Utah Retirement Systems (URS) 560 East 200 South, Suite 240 Salt Lake City, UT 84102 Phone: (800) 365-8772 www.urs.org |
| Life Insurance | Employee: \$15,000 Dependents: \$2,420 | Certificated employees, and **eligible classified employees, and their eligible dependents | Wasatch County School District | Hartford Life www.thehartford.com |
| Accidental Death & Dismemberment (AD&D) | \$15,000 | Certificated employees, and **eligible classified employees, | Wasatch County School District | Hartford Life www.thehartford.com |
| Long Term Disability (LTD) | After a 120 day elimination period, pays benefits equal to a portion of the employee's wages when employees can't work because of long-term disabling illness or accidental injuries that happen on or off the job. | Certificated employees, and **eligible classified employees | Wasatch County School District | Hartford Life www.thehartford.com |
| Sick and Personal Leave | Certificated: Sick 10 days ea contract yr (limit of 130 sick accumulated) Personal: 3 days ea contract yr (unused personal convert to sick 1:5) | | Classified: depends on PT or FT 9 mo Employees on Agreements (aides): 6/3; 9 mo Employees on Contract (sec, transp, food svc): 10/3; 12 mo Employees on Contract (dist sec, custodian): 12/3 | |

*Certificated employees: If you do not work a full FTE, you will pay a portion of your health/dental benefits based on hours worked

**Classified Employees: Check with Human Resources for information on benefits for which you may qualify