

**UINTAH BASIN APPLIED TECHNOLOGY COLLEGE
EMPLOYEE BENEFIT SUMMARY FY 2017-2018**

Uintah Basin Applied Technology College has a very competitive benefit package, it makes up about 47% of the total compensation (example: base salary of \$40,000 + benefits of \$18,800 = \$58,800 in total compensation). We hope our employees take full advantage of their benefits.

Open Enrollment period begins May 9th, 2018 and ends June 9th, 2018

New Plans begin July 1, 2017

Open enrollment is the time to:

- make changes to your health, vision, and dental plans
- add or drop dependents
- cancel your plan
- enroll in flexible spending accounts for the next year
- request to increase or decrease your group term life insurance
- coverage and/or dependent coverage

In FY 2017-2018 the cost to UBATC for employee benefits increased by 8% but the cost to employees decreased or remained the same.

Employee Benefits (64+ full-time employees)

1. The Traditional Plan health insurance premiums decreased by \$17.13/mo. for a family, \$12.84/mo. for double plan and \$6.22/mo. for a single plan.
2. The STAR plan remained unchanged.
3. Employee COLA (2% raise)

Below is a summary of the 2017-2018 benefits available to the full-time employees

Health Insurance "PEHP"

Traditional Plans - Advantage and Summit Networks

\$350/\$700 Deductible, \$3,000/\$6,000/\$9,000 out of pocket maximum for preferred providers

Deductible year = July thru June

Employee Contribution \$44.87/\$92.50/\$123.49 monthly

UBATC contribution \$499.22/\$1,029.33/\$1,374.14 monthly

Maximum flex contributions for calendar year 2017 is \$2,600 for health care and \$5,000 for dependent care.

This plan cannot have an H.S.A. account, only a FLEX.

STAR Plans – Advantage and Summit Networks

Health Savings Account (H.S.A.)

\$1,500/\$3,000 Deductible, \$2,500/\$5,000/\$7,500 out of pocket maximum for preferred providers

Deductible year = July thru June

Employee Contribution No premium

UBATC Contribution \$423.50/\$877.29/\$1,215.51 monthly + monthly contribution to HSA \$66.18/mo for single and

\$132.36/mo. for double/family plans.

Maximum H.S.A. contribution (employee and employer) for calendar year 2017 is \$3,400 for self and \$6,750 for double/family. This plan cannot have a FLEX account, only an H.S.A.

Dental Insurance "PEHP"

Preferred/Traditional

Monthly Premiums paid by	Employee	UBATC
Employee	\$2.95/\$5.35	\$26.55
Employee +1	\$5.48/\$9.90	\$49.30
Employee + Family	\$9.97/\$18.06	\$89.75

Vision Insurance “Opticare or EyeMed”

Monthly Premiums paid by employee

EyeMed Full	\$7.39/\$12.09/\$16.76
EyeMed Eyewear Only	\$6.38/\$10.15/\$13.91
Opticare Full (10-120 C)	\$8.32/\$13.25/\$19.65
Opticare Eyewear Only	\$6.39/\$9.70/\$13.66

Life Insurance

\$25,000 Employee Life Insurance policy - premiums paid by UBATC

\$25,000 Employee Accidental Death and Dismemberment – premiums paid by UBATC

Supplemental and or dependent life insurance coverage may be purchased by the employee

Short Term Disability premiums paid by UBATC

Short-Term 60% of salary for eligible employees

Long Term Disability premiums paid by UBATC

Long-Term 66.67% of salary for eligible employees

Flexible Spending Accounts

Employees can choose to contribute to the Health Care Expense Account and/or Dependent Care. F.S.A.'s contributions do not roll over from year to year. Make sure to spend this money by June 30th or you'll lose it. Flex money can be used tax free.

Health Spending Accounts

If you have single health insurance coverage you may contribute up to \$3,350 per plan year. If you have double or family health insurance you may contribute up to \$6,750 per calendar year. H.S.A. contributions roll over from year to year. H.S.A. money can be used tax free.

Utah Retirement Systems

UBATC contributes 20.02% (Tier II) or 22.19% (Tier I) toward the employees State retirement fund. The employee has the option to contribute to URS savings plans (Traditional IRA, Roth IRA, 401K or 457).

Tuition Assistance

UBATC supports employees and their immediate family members by paying a full tuition waiver and a half fee waiver for any UBATC class or program. UBATC also encourages an employee development plan directed specifically at improving the employee's job duties. UBATC provides for a percentage of tuition and fee reimbursement for salaried employees who enroll in credit courses for professional improvement. Please see UBATC's policy on tuition reimbursement for further details.

Employee Assistance Counseling

UBATC provides life assistance counseling for employees who select the Traditional or STAR health plans. There are no co-pays or fees for this service. The counseling is provided through Blomquist Hale and can be reached at 1-800-926-9619.

Incentive Pay Plan

The incentive pay plan is an opportunity for an employee to receive a one-time bonus by completing a variety of tasks that align with UBATC's goals and objectives. Please see the Incentive Pay Plan for more details.

Medicare and Social Security Tax

The IRS requires that all employees hired by a state or political subdivision (including temporary and part-time employees) after March 31, 1986, be required to contribute to the Medicare portion of Social Security (FICA). Employees hired after March 31, 1986 contribute 1.45% of gross pay, per pay period, and the UBATC will contribute 1.45% each pay period, for a combined

amount of 2.9% . UBATC has opted out of Social Security so the employee can choose to invest the 6.2% social security tax or keep it in their pocket. The 6.2% employer contribution is contributed to the employee's 401K.

Allstate

Accident/Critical Illness insurance is an optional benefit which provides a discounted rate through payroll deductions.

Uintah and Roosevelt Aquatic Centers

Roughly 5% discounts are available by signing up for recreation passes through UBATC's payroll deductions.

Sick Leave

12 month employees receive 13 days of sick leave per year

9 month employees receive 10 days of sick leave per year

Vacation Leave

Full-time salaried employees (with the exception of executive employees) with a twelve (12) month employment agreement are allowed ten (10) days paid vacation per year beginning the first year of employment at UBATC. After five (5) years of service, an employee will earn an additional paid vacation day for each full year of service rendered up to a maximum of twenty (20) total vacation days. The vacation days can be carried over from year to year, up to forty (40) days maximum. Any unused days above 40 will be forfeited with no compensation at the end of the year

9 Month Employees (3) days per contract year

Holiday Leave

All qualifying employees will receive 20 days of holiday leave annually

The exact days will be identified on a calendar approved by the UBATC Board of Directors on an annual basis