



## UBTech Benefits

<b>Health</b>	Traditional Plan is roughly \$132/month for family coverage. STAR plan costs \$0.00/month for family coverage).
<b>H.S.A.</b>	If you select the \$0.00/month STAR medical plan, UBTech makes annual contributions of \$1,588 (family/double) or \$794 (single) to your H.S.A.
<b>Dental</b>	You can expect to pay less than \$18/month for the most expensive family dental plan). We cover the rest.
<b>Vision</b>	You can expect to pay less than \$20/month for the most expensive vision plan.
<b>Life</b>	UBTech pays for \$25,000 coverage.
<b>AD&amp;D</b>	UBTech pays for \$25,000 coverage.
<b>Short-Term Disability</b>	UBTech pays for 60% of wages when on STD.
<b>Long-Term Disability</b>	UBTech pays for 66.67% of wages when on LTD.
<b>Utah Retirement Systems</b>	This is the most costly benefit UBTech pays for. Pension and/or 401k contribution options are available and administered according to eligibility date. For more information, call UBTech's HR Office. There are also many opportunities throughout the year to receive training on your options and to have one-on-one retirement sessions with a trained URS professional who can help forecast your retirement.
<b>Aquatic Centers</b>	5% discounts for Vernal and Roosevelt aquatic centers.
<b>Gym access</b>	Located in Roosevelt at the P.O.S.T. Academy.
<b>Culinary Café</b>	Located in Roosevelt, we have the best lunches at minimal cost.
<b>Social Security</b>	UBTech elected to opt out of Social Security. "Wait, what did you say?" That's right! Certain governmental entities have the option of opting out. What that means is instead of paying Social Security, we take the same payments and put that money right into your 401k! The future viability of Social Security is questionable, so it's nice to know the money is yours. It's also great to earn interest on your money over time; whereas, you wouldn't have that opportunity if Social Security has your money.
<b>Allstate</b>	At a discounted rate, employees can purchase Critical Illness Insurance and/or Accident Insurance to help offset costs of expensive medical bills.
<b>Life Assistance Counseling</b>	Everyone goes through something difficult in their life at one point or another. Should you need help, there is free counseling provided through our medical benefits.
<b>Tuition Assistance</b>	UBTech classes and programs are available for employees and their immediate family members with 100% tuition and 50% fees covered.
<b>Outside Tuition Assistance</b>	This benefit is for employees seeking to obtain an Associates, Bachelors, or Master's degree. This benefit pays for 50% of course tuition and fees. Employees must be employed at UBTech at least for 2 years to apply for this benefit and they must obtain the degree from an accredited institution with at least a "C" grade or better.
<b>CTE Teachers License</b>	Instructors seeking their CTE License have an amazing opportunity to have the



cost of tuition and fees paid for at 100%. Employees must complete all required courses with at least a "C" grade or above.

#### **Clothing Allowance**

Each year employees are given an allowance to purchase UBTECH clothing at a specialized online store. There are vast options to choose from to meet your needs.

#### **Wellness Incentives**

There are many opportunities to participate in wellness initiatives and even receive rebates for participation. Our most popular wellness program is Healthy Utah. If you choose to participate, they will take a small blood sample and provide you with a summary of how healthy you are. By participating, they pay you \$50. If you are within their healthy levels, they will pay you an additional \$50. Other wellness programs include: Lighten Up, WeeCare, Health Coaching, Integrated Care, Quitline, and more.

#### **Intermountain Connect Care**

You can now visit your doctor using FaceTime or another video conferencing app on your phone! Instead of paying a \$30-40 co-pay on the Traditional plan, you could pay \$10 for a connect care visit. If you are on the STAR plan you would normally pay closer to \$100-\$150 for a doctor's visit, before reaching your deductible, and with this app you would only pay \$50. It's also nice to not sit in a long line at Urgent Care waiting for treatment.

#### **Paid Vacation, Sick, and Holidays**

When an employee exceeds the maximum limit of 40 vacation days in a given fiscal year, they can have up to 10 days contributed to their 401k at their hourly rate.

Sick days have a maximum of 60 days that can roll over from year to year. Each year, up to 13 days above the 60 days can be cashed out at our substitute rate.

#### 12 month employees

10 days of Vacation which increases to 11 days on year 6. The employee gets an extra day added each additional year up to 20 total vacation days per year.

13 days of Sick Leave

20 Holidays

#### 9 month employees

3 days of Vacation

10 days of Sick Leave

18 Holidays

#### Executive employees

25 vacation days

13 sick days

20 Holidays

#### Pay Increases

**Merit** – Every employee is evaluated on how well they follow our guiding principles, our policies, and job



performance. Ongoing evaluations help us determine which employees will receive the merit increase on their base salary.

**Performance** - State legislature has recently enacted a new funding mechanism that rewards employees for increasing their programs completion, placement and licensure. This increase can also be earned by non-faculty, non-administrative employees.

**Additional College Degrees and Industry Credentials** – Employees not only receive funding to seek additional education, but this benefit also provides an opportunity for an employee to potentially get a raise for obtaining a valuable degree or certification.

**Longevity** - Longevity increase is awarded every 5 years by simply working here. At year 5 an employee gets a 1% increase, year 10 – 1.5%, year 15 – 2%, year 20 – 2.5%, year 25 – 2.5%, and year 30 – 2.5%.

**Compensation Range Adjustments** – When our positions are analyzed we may make range adjustments that could result in placing an employee into a new bracket which could result in an increase in pay.

**Incentive Pay Plan** – Employees are given the opportunity to get a one-time bonus by completing a variety of tasks throughout the year. This is a voluntary opportunity.

**Allowance for Exceptional Services** – The College President may grant employees compensation stipends for exemplary service and performance. Recommendations for such stipends will come from the recommendation of a supervisor.