

## SECTION VIII – BENEFITS

The County provides a variety of benefits to eligible County employees. Among the benefits currently offered by the County are a retirement program, a long-term disability insurance program, medical insurance plans, and a deferred income investment program. The availability of some benefits depends upon the nature of an employee's position with the County. **The Grand County Council may add, alter or eliminate benefits at its discretion.**

### **A. Retirement-Full-Time Employees**

In order to help its employees plan and prepare for retirement, the County participates in the public safety and public employment retirement programs of the Utah State Retirement System, as follows:

1. Public Safety Employees: On behalf of each public safety employee, the County contributes a specific amount set by the State legislature to each public safety employee's retirement account. Rules governing public safety retirement benefits differ from those for other full and part-time employees. Please contact the Clerk-Auditor for details on public safety retirement requirements.
2. Full-Time Employees: On behalf of each full-time employee, the County contributes an amount of the employee's base salary toward the employee's retirement. Details on the amounts contributed are available from the Clerk-Auditor.

### **B. Medical Insurance-Full-Time Employees**

Grand County offers medical insurance to eligible County employees. Details on coverage and associated costs are available from the Clerk/Auditor.

If an employee and his/her lawfully married spouse are employed by Grand County, both employees may be eligible for health care insurance which currently includes health, dental and vision coverage. This health care insurance coverage shall be provided under the name of one spouse only rather than as coordinated coverage for both; and the employees shall be enrolled as 1) either a family premium that shall cover both employees as well as eligible dependent children or 2) a two party premium with one employee named as spouse.

Employees currently receiving coordinated health care coverage that were lawfully married spouses and employed with Grand County prior to October 7, 2008 shall, effective January 1, 2009, have health care insurance which currently includes health, dental and vision coverage under the name of one employee as 1) either a family premium that shall cover both employees and eligible dependent children or 2) a two party premium with one employee named as spouse. The employee named as spouse shall receive from Grand County a \$3,000 deposit into a Section 125 Cafeteria (Flexible Spending Account) each year as long as both employees continue to be employed by Grand County. Nevertheless, as in Section VIII Benefits, disclaimer, Grand County Council may add, alter or eliminate benefits at its discretion.  
(Passed by Resolution #2846 October 7<sup>th</sup>, 2008)

### **C. Long Term Disability Insurance-Full-Time Employees**

The County will contribute up to six-tenths (6/10) of one (1) percent of the cost of the premium for County approved long-term disability insurance. Details on the long-term disability insurance are available from the Clerk/Auditor.