



Full-time Employee Benefits

HEALTH INSURANCE

- Medical (2 plan options)
- Dental (2 plan options)
- Basic Life
- Short-term Disability
- Long-term Disability
- Voluntary Supplemental Life
- Voluntary Vision

RETIREMENT

- Utah Retirement Systems
- 401(k) Match - Tier I Retirement up to 3%, Tier II Retirement up to 5%
- 80-hour contribution bi-weekly Fire Department Personnel
- 112-hour contribution bi-weekly

ANNUAL LEAVE (VACATION)

- 1 year - 10 days per year or 3.08 hours per pay period
- 3 years - 12 days per year or 3.70 hours per pay period
- 5 years - 14 days per year or 4.31 per pay period
- 7 years – 16 days per year or 4.93 hours per pay period
- 10 years - 18 days per year or 5.54 hours per pay period
- 15 years – 20 days per year or 6.16 per pay period
- 240 hours banked

Fire Department Personnel

- 1 year - 5 days per year or 4.62 hours per pay period
- 3 years – 6 days per year or 5.54 hours per pay period
- 5 years - 7 days per year or 6.47 hours per pay period
- 7 years - 8 days per year or 7.39 hours per pay period
- 10 years - 9 days per year or 8.31 hours per pay period
- 15 years - 10 days per year or 9.24 hours per pay period
- 360 hours banked

PERSONAL LEAVE (SICK LEAVE)

- 3.08 personal leave hours per pay period (80 hours per year)
- 80 hours banked

Fire Department Personnel

- 4.62 personal leave hours per pay period (120 hours per year)
- 80 hours banked

PAID HOLIDAYS

- 12 paid holidays
- Fire Department Personnel
- 144 paid hours

BEREAVEMENT

- Up to five (5) days may be granted for the death of an employee's spouse or child
- Up to three (3) days may be granted for the death of an employee's parent, spouse's parent, sibling, brother-in-law, sister-in-law, grandparent or grandchildren

EDUCATION ASSISTANCE

- Tuition reimbursement: 90% for an A grade, 75% for a B grade, 50% for a C grade and 0% for lower than a C. If the course is only offered as pass/fail, the employee will be paid 50% for a pass

FITNESS, WELLNESS AND EMERGENCY EQUIPMENT PURCHASES PROGRAM

- 50% discount for green fees only at Eagle Mountain Golf Course
- Annual and/or personal leave may be used to purchase golf and swimming passes, fitness equipment and memberships and emergency preparedness equipment
- Family 50% discount for entry fees only at Brigham City Pool

EMPLOYEE ASSISTANCE PROGRAM

- The City provides at no cost to the employee a professional employee assistance program