



City of Orem Benefits Overview 2025

The City of Orem is proud to offer a comprehensive benefits package that is available to all full-time employees.

Medical and Dental Insurance



The City provides each employee the option of participating in their choice of three benefit “tiers” of coverage with Select Health networks and one of two health plans. We offer a high-deductible health plan that comes with a Health Savings Account for \$96.66/month for family and \$48.33/month for single coverage. We also offer a traditional plan for \$368.26/month for family and \$122.79/month for single coverage. The City also offers a dental plan through MetLife. Employees pay \$4.30/month for single coverage and \$13.72/month for family coverage.

Health Savings Account - HSA



The City deposits money into a Health Savings Account for employees who are on the HDHP. The City's annual contribution is \$1,800 for single and \$3,600 for family coverage. Deposits are made quarterly. Employees can contribute pre-tax into the HSA up to the annual max set by the IRS. The city will also match what the employee contributes up to \$200 for single and \$400 for family if the employee sees their doctor for a comprehensive physical exam within 12 mos.



Flexible Spending Accounts

We offer three different Flexible Spending Accounts to help employees save taxes on medical expenses and dependent care expenses... Healthcare FSA, Limited Purpose FSA, and Dependent Care FSA.



Vision Insurance

Vision insurance is offered through EyeMed. Premium is 100% paid by the employee.



Life Insurance and Accidental Death & Dismemberment

Group-term life insurance is provided for all benefited employees. The amount of coverage is one times the employee's salary, up to \$250,000, with a minimum coverage amount of \$50,000.



Retirement - URS, 457 and 401K

Participation in a Utah Retirement System (URS) pension plan is mandatory for all benefited employees. The City pays all URS-required premiums for the plan in which the employee is eligible to participate. This valuable benefit provides retirement income based on salary, length of service, and/or contributions. Visit the URS website for more information: www.urs.org. The City will match an employee's contribution up to 4% in a 457 account with Mission Square and also offers employees a 401k account with Mission Square. The City of Orem does not participate in Social Security, so no Social Security deductions are made.



Long Term Disability

Paid coverage is provided to employees by the City. The amount of benefit is 66 2/3% of salary up to a maximum monthly benefit of \$10,000.



PTO (Paid Time Off)

Employees receive 169.26 hours of PTO annually during years 1-5, increasing to 193.18 hours of PTO annually during years 6-10 and 217.36 hours of PTO annually for 11 or more years of service. For 24 hour shift employees in the Fire Department they receive 236.86 hours of PTO annually during years 1-5, increasing to 270.40 hours of PTO annually during years 6-10 and 304.20 hours of PTO annually for 11 or more years of service.



STML (Short Term Medical Leave)

Employees receive 46.54 hours of STML leave annually to be used in case of sickness or disability. For 24 hour shift employees in the Fire Department they receive 65.16 hours annually. STML hours can only be accessed after being approved for FMLA and using 40 hours of PTO (48 hours for 24 hour shift Fire employees).



Holidays

Employees receive 12 paid holidays consisting of one day of personal leave.



Wellness Program

The City offers a wellness program to help employees gain knowledge, skills, and motivation to improve the quality of their lives and well-being. Other benefits include health screenings, flu shots, and a free family Orem City Recreation Center pass.



Employee Assistance Program

The City offers an employee assistance program to assist employees and eligible family members with a wide range of personal issues. EAP counselors are available during regular and extended hours, and Crisis Line support is available 24/7.



Education Tuition Reimbursement and BABO Ambassador Scholarship

The City may reimburse full-time employees for trade school, college, or university courses that have a direct relationship to the employee's position with the City or lead to a related certificate or degree. The City also offers annual BABO Ambassador Scholarships. The application period is February 1st to March 31st each year. Scholarships range from \$500 to \$4,000 per fiscal year. Both of these benefits are available after an employee has completed their probationary period.



Voluntary Benefits

Short Term Disability Insurance, Accident Insurance, Hospital Indemnity Insurance, Critical Illness Insurance, Supplemental Life Insurance, and Dependent Life Insurance are all available and are all paid 100% by the employee.