

Compensation and Benefits

SALARY

The salary offered for this position will be commensurate with experience.

MEDICAL

There are two types of plans available so you can choose the option that's right for you. Choose from a High Deductible Health Plan (HDHP) or a Traditional PPO Plan. The HDHP offers a \$0 cost premium to employees with an annual county contribution to a Health Savings Account (HSA). Employees and family members also have access to an onsite Primary Care Clinic that offers convenient appointments for a low cost.

DENTAL PLAN

Comprehensive family coverage including orthodontic.

ADDITIONAL BENEFITS

The county provides Basic Life Insurance and Long Term Disability Insurance to employees at no cost. Voluntary options including, Short-Term Disability, Life Insurance, Group Legal Plan, paid parental leave, and discounted home and auto insurance.

FAMILY FRIENDLY

Onsite infant and pre-school child care is available at competitive rates.

TUITION REIMBURSEMENT

100% tuition costs for pursuit of an approved degree, up to \$5,250 per calendar year.

EMPLOYEE ASSISTANCE PROGRAM

Our Employee Assistance Program (EAP) offers confidential counseling and referrals for employees and family members for personal, family, financial, health or work-related problems.

PROFESSIONAL DEVELOPMENT

Free classes offered through the Employees' University.

RETIREMENT

Planning for tomorrow is important. That's why we offer several programs to help you plan your financial future. Retirement program options include: pension plan, 401(k), 457, Roth IRA, and Traditional IRA. The pension plan monthly retirement benefit is determined by your age, years of service credit, final average monthly salary and the benefit formula. Service benefit formula is based on number years of service credit x 1.5% x highest five year's earning monthly average.

How to apply

If you are intrigued by the possibilities of this position, please visit our website at <https://slco.org/jobs/> and apply to the Employee Benefits Manager job posting. This position is open until filled. This position may close at any time after the first review.

We look forward to receiving your application!

Salt Lake County Human Resources
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Employee Benefits Manager Salt Lake County



The Position

DYNAMIC

The Employee Benefit Manager must be a strategic and innovative benefit leader responsible for the design and administration of employee benefits for Salt Lake County in close coordination with the Human Resources Director, elected officials, and other county leaders to provide high quality comprehensive benefits for County employees.



LEADERSHIP

The Employee Benefit Manager requires a proven leader who can survey industry and/or community benefit markets to determine the County's competitive position in employee benefits. Responsibilities include defining benefit strategies for each major program and aligning the program structure to County objectives and developing cost control procedures to assure maximum coverage at the least possible cost to the County and employees.

MERIT

This is a Merit position conditional upon the satisfactory completion a Merit probationary period. Upon completion of the probationary period, this position is covered by the County Personnel Management Act. The incumbent will work closely with the Human Resources Director to lead the County's benefits strategy.

The Candidate

KEY RESPONSIBILITIES

- ❖ Administer employee benefit programs
- ❖ Oversee vendor management including contracting, selection, renewal process and performance
- ❖ Lead benefits staff
- ❖ Provide maximum benefit coverage at least possible cost to the County and employees

EDUCATION AND EXPERIENCE

Bachelor's Degree from an accredited college or university required in the field of Human Resource Management, Business, Public Administration or a closely related field. Six (6) years of related experience, including at least two (2) years in a supervisor or administrative role.

PREFERRED

Post-graduate degree preferred. Proven track record of leadership, administration and design of employee benefits, and managing vendor relationships is required. Experience in a governmental setting is desirable. Demonstrated ability to foster a culture of excellence and provide the training and tools to support a talented, highly motivated team capable of facing changes in benefit legislation and programs.

The HR Division

SERVICE

Operating under the purview of the County Mayor, the Human Resources Division is comprised of several different functional areas, including: Benefits, Equal Opportunity, Compensation, Recruitment, Payroll, and the Employees' University. Approximately 27 staff members provide a wide array of services to almost 4,000 full-time employees and nearly 3,000 temporary employees.

County Government

STRUCTURE

Salt Lake County is governed by a Mayor and a nine (9) member legislative body in the County Council. Eight (8) independently elected offices operate within Salt Lake County's structure as well.

STABILITY

With a combination of sound financial management and a willingness to make tough decisions, Salt Lake County has weathered the recent financial challenges and is proud of their AAA bond rating.

GROWTH

Salt Lake County serves approximately 1.3 million residents (a population that is expected to nearly double by the year 2040). The organization continues to build the community it serves by increasing health services, expanding centers for our aging populations, building recreation centers and increasing the number of libraries and community centers in the community.



The Location

COMMUNITY

Salt Lake County is located in the northern part of Utah and encompasses nearly 700 square miles made up of sixteen cities and townships, including Salt Lake City—the state's most populist city, seat of the State Capitol, and host of the 2002 Winter Olympics.

RECREATION

Salt Lake County boasts a wealth of opportunities for its citizens. Several world-class ski resorts can be accessed within a mere 30 minute drive from Salt Lake. A fun 4-5 hour road trip to the southern portion of Utah enables access to five national parks and multiple national monuments. Other exciting opportunities exist as well, including fine dining and pubs, quaint inns and spas, diverse art, musical and cultural festivals, just to name a few.

EDUCATION

The area has a highly respected educational system, with three Division I universities within 30 minutes, along with multiple colleges, vocational schools, and a strong K-12 program. Healthcare resources are abundant as well, with 13 hospitals in the area.

DEVELOPMENT

Utah's economy continues to grow at an encouraging pace and has a very low unemployment rate (reported at 3.1% in January 2018). The State is widely recognized as one of the best places to live and do business in the country. And Utah widely recognized among the best governed states in the nation.