



Why work with Refugees?

BENEFITS OF WORKING WITH REFUGEES IN UTAH



Refugee Services Office Total Compensation Package

BENEFITS

- **Mission-driven:** Be part of positive change in the world while supporting your local refugee communities.
- **Diversity:** Be a part of a thriving international community in Salt Lake City and work with refugees from more than 25 different countries and staff from over a dozen countries.
- **Flexible Schedule:** Enjoy flexible scheduling options based on business needs.
- **Compensation:** Have the potential for up to an 8.5% wage increase after a one-year probationary period.
- **Retirement:** Employer contributes 10-14% of salary to a 401k or combination 401k and pension regardless of employee contributions.
*Average 401k employer match nationwide is 4.7%.**
- **Tuition reimbursement:** After a one-year probationary period, be eligible for up to \$5,250 in tuition reimbursement per year.
- **Insurance:** Medical plans are available with zero employee contribution and up to \$1,915 HSA annually.
 - ✓ Dental plans as low as \$0
 - ✓ Vision plans as low as \$6/month
 - ✓ Optional short- and long-term disability, life Insurance etc.
*Average Insurance premiums are \$456/month nationwide for an individual and \$1,152 for a family.***
- **Paid Leave:** Receive up to 296 hours of paid time off per year (this amount increases over time)
 - ✓ 104 hours/year starting annual paid time off
 - ✓ 104 hours/year paid sick leave
 - ✓ 11 paid holidays/year

[Department of Human Resource Management compensation information](#)

*Based on Fidelity: <https://www.cnbc.com/2019/06/10/this-is-the-average-401k-employer-match.html>

**<https://www.ehealthinsurance.com/resources/individual-and-family/how-much-does-individual-health-insurance-cost>