Why work with Refugees?

BENEFITS OF WORKING WITH REFUGEES IN UTAH

Refugee Services Office Total Compensation Package

• **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

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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.cnbc.com/2019/06/10/this-is-the-average-401k-employer-match.html)