



## BENEFITS FOR FULL-TIME NON-UNION EMPLOYEES

### HEALTH COVERAGE (KALFLEX)

- Eligibility First of the month after 30 days of employment
- Health Opt-in or Opt-out
  - High Deductible Plan w/HSA:
    - Deductible: \$1,600/\$3,200
    - Coinsurance: \$0/\$0
    - Employer HSA Contributions: \$1,000/\$1,200/\$1,400 (Pro-rated for new hires)
    - Employee HSA Contributions: Optional; up to maximum amount allowed by law
  - Enhanced Plan:
    - Deductible: \$300/\$600/\$900
    - Coinsurance: \$450/\$900/\$1,350
- Dental/Vision Opt-in or Opt-out
- Employee Life Insurance \$20,000 base – optional coverage to maximum of \$250,000
- Dependent Life Insurance Optional spouse and/or child(ren) life insurance (employee paid)
- Pet Insurance Optional pet insurance (employee paid)
- Flexible Spending Accounts Medical and Dependent Care

### ANNUAL LEAVE

Accumulate 7 hours/pay period (bi-weekly, as determined by FTE)

- Longevity bonus hours
  - 5-9 years – additional 1 hour/pay period (bi-weekly)
  - 10-14 years – additional 1.5 hours/pay period (bi-weekly)
  - 15-19 years – additional 2.25 hours/pay period (bi-weekly)
  - 20-24 years – additional 2.75 hours/pay period (bi-weekly)
  - 25+ year – additional 3.25 hours/pay period (bi-weekly)

### PAID HOLIDAYS

14 paid holidays

### PAID MEDICAL LEAVE

Accumulate 3 hours/pay period (bi-weekly, as determined by FTE)

### RETIREMENT

Defined Benefit Plan, 100% County Paid

- Vesting 8 years
- Normal Retirement Age
  - If hired on or before 6/30/2009 – Age 60
  - If hire on or after 7/1/2009 – Age 65

### DEFERRED COMPENSATION

Optional; up to maximum amount allowed by law; includes Roth option

**DISABILITY**

- Short Term Disability, 21-day elimination period
- Long Term Disability, 90-day elimination period
- Both are 100% County paid, 60% benefit for short-term, 66.67% benefit for long-term

**TUITION REIMBURSEMENT**

\$2,000 maximum/year

**PARKING**

100% County provided

**EXEMPT EMPLOYEES**

- Not eligible for overtime.
- Paid their salary regardless of the hours they work in a pay period.
- Use leave time if absent 4 hours or more in a workday.
- May be required to work more than 8 hours/day based on workload.
- Time off requests must be approved by supervisor.
- If flexing for holiday time, the time must be flexed in the same pay period.

**NON-EXEMPT EMPLOYEES**

- Eligible for overtime.
- If the employee works more than 40 hours in a pay week, they receive overtime pay or compensatory time.
- Must work their scheduled hours or utilize leave time during each pay period.
- Use leave time in 15-minute increments.
- Supervisors can direct flex time if an employee works more than 8 hours in a day. The flex time must be used during the same week.
- Holiday flex time must occur during the same week.
- Time off requests must be approved by supervisor.

*This list is in summary only. Additional information regarding employee premium share rates, health plans offered, and a benefits overview can be found in the updated Benefits Booklet –*

*<https://toolbox.zywave.com/ebb/share/a987729b-9a04-46df-b90e-4c818e84802f>*



**The County Board of Commissioners reserves the right to change employee benefits at any time, up to and including plan design, plan options, plan administrators and premium sharing.**